

ENGINEERING UNDERGRADUATE SOCIETY OF MCGILL UNIVERSITY

Blues Pub Policy **Adopted October 2010,** **Amended March 2013, March 2014, August 2017, May 2021, January** **2023, November 2023, October 2024**

Article 1: Definitions

- 1.1 The Engineering Undergraduate Society of McGill University (hereafter referred as “**EUS**”) is the registered name of the non-for-profit corporation representing the engineering and architecture undergraduate students at McGill University
- 1.2 The **Board of Governors** of the EUS is the administrative board of the Engineering Undergraduate Society of McGill University which is composed of Administrators as defined by the EUS Constitution
- 1.3 The EUS shall recognise all Departmental Societies, Clubs, and Design Teams set forth in the relevant articles of the EUS Constitution as **EUS Groups**
- 1.4 **Blues Pub:** a regular event offered by the EUS for McGill students to gather and socialize, held in the EUS Common Room.
 - 1.4.1 Additionally, Blues Pub is offered as a service to engineering undergraduate student groups, for them to host an event that can raise awareness of their activities, involve their members, and lastly to raise money for their group. It is a privilege, not a right of engineering undergraduate student groups to host a Blues Pub.
- 1.5 **Exec-On-Call:** Executive member in charge of money (supplying cash boxes, returning cash boxes after Blues Pub and overseeing the counting and depositing of money), checking in and out beverages, and in charge of security relations;
- 1.6 **Host:** group in charge of organizing and running Blues Pub. Includes departmental executives, EUS committee organizers, members of EUS Clubs, or EUS design teams, and anyone else given a Blues Pub during the school year;
- 1.7 **Organizer-In-Charge:** Single person in charge of organizing and running Blues Pub, as designated from the host group.
- 1.8 **Server:** Person who serves alcohol, at Blues Pub;
- 1.9 **Participant:** Person who enters Blues Pub;
- 1.10 **Underage:** Person under the legal age of drinking in Quebec (18 years old)
- 1.11 **Blues Pub Manager:** person selected in accordance with the Blues Pub Policy, and charged with supervising Blues Pub, enforcing the guidelines put forth herein, and distributing financial reprimands when appropriate;

- 1.12 **Blues Pub Operating expenses:** Expenses incurred by the Blues Pub managers in execution of their mandate, including but not limited to purchasing food supplies (bread, cheese etc.), cleaning supplies, napkins, maintenance costs of cookware and kitchen ware, bottle openers, signage.

Article 2: Purpose

- 2.1 This policy shall lay out the management, the execution, and the different stakeholders during Blues Pubs
- 2.2 All Blues Pubs must abide by the EUS' Alcohol Policy. In the event of a conflict between this policy and the Alcohol Policy, the Alcohol Policy shall prevail.

Article 3: Hours of Operation

- 3.1 Blues Pubs shall occur between 4:00 pm and 9:00 pm on Fridays. A last call for the sale of alcohol shall be made publicly at 8:30 pm.
- 3.1.1 During E-Week, there may be Blues Pubs on each day between 4:00 pm and 9:00 pm.
- 3.1.2 Blues Pub may operate from 12:00 pm to 9:00pm exclusively for St. Patrick's Day Blues Pub.
- 3.1.3 Blues Pubs shall only occur when an alcohol permit from the Régie des alcools, des courses et des jeux du Québec has been procured and is on display in the serving area. The procurement of these alcohol permits shall be the responsibility of the Blues Pub Managers.

Article 4: Advertising/Promotion

- 4.1 Posters, flyers, Facebook cover photos, and any other promotional materials, must be approved by the Blues Pub Managers before being distributed or displayed online.
- 4.2 The Blues Pub Communications Manager will post the theme every week on Instagram and Facebook with the host.
- 4.3 Blues Pub Managers withhold the right to screen and remove any photos before and after being uploaded to the Blues Pub page.
- 4.4 Any promotional revenue (e.g. advertising or sponsorship by a 3rd party) solicited by the EUS and not the Hosts shall be reinvested in Blues Pub to pay for Blues Pub operating expenses. These revenues will not be distributed directly to any individual hosts regardless if their Blues Pub is used for the purposes of that advertisement (e.g. a banner hung at their Blues Pub for a sponsor).

Article 5: Selection of Blues Pub Hosts

- 5.1 Blues Pubs shall only be organized by the EUS committees, EUS Groups, or external affiliated groups.
- 5.2 At least one week before the first Blues Pub of the fall semester the Blues Pub Managers shall call a meeting of all VP Internals of the departmental associations, and one representative of each host selected for a Blues Pub for that year.
 - 5.2.1 At this meeting, the VP Internals and other hosts shall decide on a standard price for beer, cups, some food items, and standard policies concerning happy hours.
 - 5.2.1.1 The price of beer must never be below the retail price of beer.
 - 5.2.1.2 For any item sold at Blues Pub that lacks a standard price, it is at the discretion of the Organizer-in-Charge to set a price for the event.
- 5.3 Any committee or EUS Group wishing to host a Blues Pub in the fall and/or winter semester must fill out the Blues Pub Application form included in Appendix B.
 - 5.3.1 The application due date is two weeks before the first Blues Pub in the Fall semester.
- 5.4 A Selection Committee composed of the Vice President Internal, Vice President Finance, and President of the EUS, and the Blues Pub Managers shall select the applications that will be allocated a Blues Pub. Selection shall be made two weeks before the first fall Blues Pub so that the first host has two weeks notification.
 - 5.4.1 The aforementioned Selection Committee shall prepare a schedule of Blues Pubs for the fall semester at this time.
 - 5.4.1.1 Selected hosts must be notified with 2 weeks notice of their Blues Pub date.
 - 5.4.2 Blues Pub Applications must be made available to committees, and EUS Groups
 - 5.4.2.1 Departmental Presidents and VP Internals, as well as any EUS committees, clubs and design teams must be informed a minimum of 2 weeks before the deadline to submit applications.
 - 5.4.3 If preferred dates of groups are in conflict, in the first semester priority will be given to Departmental associations.
 - 5.4.4 Winter Blues Pub dates will be selected within one week after the final Blues Pub of the Fall semester.
 - 5.4.5 Departmental Societies are the only groups that may apply for two for-profit Blues Pubs in one Academic School Year
 - 5.4.6 Applicants may be denied a Blues Pub on the following criteria:
 - 5.4.6.1 A Blues Pub application may be denied on the grounds of

- unsatisfactory responses to all questions
- 5.4.6.2 Unsatisfactory may be defined by insufficient response to the questions, failure to demonstrate the capacity to organize a Blues Pub, failure to show commitment required to run a Blues Pub.
 - 5.4.6.3 A Blues Pub for a Department may be denied on the grounds of unsatisfactory operation of a previous Blues Pub within the same school year
 - 5.4.6.4 Denial for previously violating any part of this policy within the same school year
 - 5.4.7 In the event of more applicants than Blues Pub availabilities, first priority shall be given to the Departmental Societies for their first Blues Pub
 - 5.4.8 In the event of an unsatisfactory performance by any Department with their first Blues Pub they may be assigned a co-host for their second Blues Pub from the pool of applicants. Revenues shall be split evenly unless otherwise specified.
 - 5.4.9 On the night of Blues Pub the Organizer-In-Charge must sign the Blues Pub Disclaimer found in Appendix A before signing out any beer.
 - 5.5 The last Blues Pub of each semester shall be reserved for Rowdy Day, from which all profits go to the Club's Fund and Design Team Fund. .
 - 5.5.1 Rowdy Day can start earlier than a regular Blues Pub.
 - 5.5.2 Rowdy Day exists to encourage camaraderie and Engineering spirit before exams.
 - 5.6 In the event multiple groups are selected to co-host Blues Pub they must determine prior to Blues Pub how profit shall be split and inform the Blues Pub managers. Expenses and revenues are expected to be split according to the agreed upon breakdown.

Article 6: Responsibilities for the Exec-On-Call shall be:

- 6.1 To ensure that this policy, the Alcohol Policy, and the McGill Alcohol Policy are not violated at any time.
- 6.2 To provide the Hosts of Blues Pub with three cash boxes, including one with the Blues Pub float, for the operation of Blues Pub at 3:45. Two cash boxes are to be used at the bar, and one at the food station.
- 6.3 To ensure that there is a Blues Pub Manager at the door who is verifying the age of every person entering the venue and that people who are underage are not allowed to enter.
- 6.4 To 'check out' any beer required for the operation of Blues Pub and enter the

- amount of beer withdrawn into the logbook
- 6.5 To 'check in' all empty cans and unused full or half cases and enter the amounts into the log book
 - 6.6 To assist the Blues Pub Managers with any situation requiring assistance.
 - 6.7 To be vigilant that all servers are server trained
 - 6.8 To call McGill Security in the event of any situation which threatens the health or security of any person.
 - 6.9 To call McGill Security in the event of an injury.
 - 6.10 To ensure that the Blues Pub disclaimer, beer room check out, and food check out forms are all printed and in order for each Blues Pub.
 - 6.11 To count the money raised at the end of Blues Pub with the Organizer-in-Charge and ensure the float remains in a single cash box.
 - 6.12 To be the last person to exit the Common Room after clean-up.
 - 6.13 To ensure the Band Room, Storage Room, and Beer Room are locked at the end of the night.
 - 6.14 To return the Beer Room keys to the Vice President Finance of the EUS' office immediately after cleanup is complete.
 - 6.15 To remain at a level of sobriety so that they can complete their responsibilities while on shift.

Article 7: Responsibilities of the Blues Pub Managers

- 7.1 Blues Pub Managers shall be composed of at least 1 Music, Space, Communications, Food and Head Manager.
 - 7.1.1 Additional Managers and roles can be selected at the discretion of the Blues Pub Head Manager and The Vice President Internal
 - 7.1.2 All Managers shall be selected according to the Selection Committee Policy
- 7.2 All Managers are responsible:
 - 7.2.1 To ensure hosts are aware of proper sanitation guidelines and ensure that those policies are followed by hosts.
 - 7.2.2 To allocate financial reprimands to hosts in Appendix C with the approval of the Head Manager as outlined in Article 12.
 - 7.2.3 To ensure that serving trays and cookware, including Panini presses and microwave are in proper working order.
 - 7.2.4 To ensure that hosts are supplied with and have access to napkins, gloves, and proper cleaning supplies.
 - 7.2.5 To perform a weekly inventory of the food stock in the storage room following any given blues pub
 - 7.2.6 To ensure that all servers are server trained and informed of all

responsibilities with regards to their volunteering shift.

7.2.7 To supervise the preparation of all mixed/specialty drinks by the hosts

7.2.8 To patrol Blues Pub and ensure that intoxicated people are not consuming alcohol.

7.2.9 Ensure that all Hosts and Participants are over the age of 18 years old.

7.2.10 To verify the state of the bathrooms surrounding the common room once an hour.

7.2.11 Maintaining proper signage at Blues Pub

7.2.12 To remain at a level of sobriety so that they can complete their responsibilities while on shift.

7.3 The responsibilities of the Blues Pub Space Manager shall be:

7.3.1 To set midterm cleaning dates for all Organizers-In-Charge (or a delegate of such) up to that time to come in and clean, and to hold those not in attendance accountable.

7.3.1.1 Organizers-In-Charge will be given two (2) weeks notice prior to their cleaning date and are responsible for sending one (1) representative.

7.3.1.2 Mid-term cleaning sessions are responsible for cleaning the areas that are cumulatively dirty after several Blues Pubs but are not cleaned on a weekly basis, namely organizing the cupboards, cleaning underneath the bar, cleaning the sides of the bar, organizing the Bandroom, organizing the storage room, properly cleaning the beer room mats, and any other areas deemed necessary by the Blues Pub managers.

7.4 The responsibilities of the Head Blues Pub Manager shall be:

7.4.1 To set up and publicize an online application process for tabling during Blues Pub for any committee, EUS Group, or other external affiliated group.

7.4.1.1 There shall be a maximum of two (2) groups tabling per Blues Pub.

7.4.1.2 Preference shall be given to committees, then to EUS Groups, and finally to external affiliated groups, before unaffiliated and external groups in the presence of conflicts.

7.4.2 Ensure all other Blues Pub Managers are completing their responsibilities, and offering support to them when needed.

7.4.3 To have at least 1 meeting per semester for all Blues Pub Managers

7.4.3.1 To provide resources and support for all hosts

7.5

7.6 The responsibilities of the Food Manager shall be:

7.6.1 To order and ensure a proper stock of cleaning supplies and food are maintained

7.6.2 To ensure that the storage room is stocked with enough food at the

- beginning of every Blues Pub;
- 7.7 The Blues Pub Communications Manager shall be responsible for:
 - 7.7.1 Handling any social media page, including giving access to Organizers to create their events on the Facebook page, previewing and approving themes, event descriptions, and other promotional media to ensure they follow the Blues Pub policy and EUS Alcohol Policy
 - 7.8 The Manager of Music shall be responsible for:
 - 7.8.1 Keeping an inventory of all music equipment owned by Blues Pub
 - 7.8.2 Recruiting bands and DJs to play at Blues Pub by advertising what equipment is available
 - 7.8.3 Encouraging hosts to hire performers by keeping a directory of available and interested bands and DJs
 - 7.8.4 Maintaining the Bandroom
 - 7.8.5 Sit as a member of the Plumber's Band Room committee
 - 7.8.6 To act as a point of contact for musicians wanting to play at Blues Pub and facilitate the relationship and promotion of such groups to the hosts of Blues Pub.
 - 7.9 If a Blues Pub Manager is unable to fulfill their duties at a certain Blues Pub, and they are unable to find a proxy from the Blues Pub Managers, an EUS Executive shall fill in the role of Blues Pub Manager.

Article 8: Responsibilities of the Hosts

- 8.1 To provide a sufficient number and quality of volunteers by filling out their Volunteer Sheet properly.
- 8.2 To sign the Blues Pub Agreement found in Appendix A.
- 8.3 Every Host running the Blues Pub must have attended the Server Training Workshop held by Campus Life & Engagement, and must have their name and student ID number on file with their office.
- 8.4 Every person serving at Blues Pub must have been officially server trained, by Campus Life & Engagement and must wear their server badge accompanied by a McGill ID card at all times when serving.
 - 8.4.1 Furthermore, the Host is responsible for directing all volunteers serving on the night of Blues Pub to check in with a Manager on shift prior to beginning their volunteer shift.
- 8.5
- 8.6 Arrive by 2:30pm to begin decorations, setting up food, stocking and chilling beer.
- 8.7 Last call should be announced at 8:30 pm; serving should cease by 8:45 pm, at which point there is no re-entry.

- 8.8 Music should stop playing by 8:55 pm and Hosts should begin to usher guests out of the Common Room.
- 8.9 Clean up should begin at 9PM, which includes mopping the floors, wiping down surfaces, returning empties, and any other tasks as assigned by the Blues Pub Managers.
- 8.10 All furniture should be moved against the walls on Friday and returned to their usual locations the following Monday by 11AM.
 - 8.10.1 In the event that Hosts cannot rearrange the furniture, they must notify Vice President Internal of the EUS or the Space Manager at least two business days prior to their Blues Pub to make special arrangements, which will incur a cost of approximately \$50 to their organization as billed by McGill Facilities.
- 8.11 The Organizer -in-charge shall remain at a level of sobriety so that they can complete their responsibilities throughout the night.

Article 9: During Blues Pub

- 9.1 All servers must wear their server badge accompanied by a McGill ID card at all times when serving.
- 9.2 No server may drink alcohol of any sort before and/or during their serving time. If they do drink alcohol, of any quantity, their server badge is to be removed and they are not to serve for the remainder of the night.
 - 9.2.1 If their badge is removed voluntarily, there are no repercussions for their serving future.
 - 9.2.2 If their badge is removed forcibly, the server is no longer allowed to serve at EUS events for a period of no less than four months. After this time period, the server will remain on probation for four more months. If there is another serving violation during this time period, they will be permanently barred from serving at EUS events and their names and student numbers will be reported to the First Year Office.
- 9.3 During Blues Pub, only servers with their server badge will be permitted in the alcohol serving area. Alcohol is only to be served from the serving counter in the kitchen. Full or empty cases are to remain in the kitchen or beer room at all times.
- 9.4 During Blues Pub, no drinks are to be consumed in the alcohol serving area by anyone.
- 9.5 All activities and promotions for Blues Pub must be approved by the Blues Pub Managers before occurring.
- 9.6 A Blues Pub Manager must be present at the door to the common room, and must not allow any alcohol to enter or exit the room, by anyone, for any reason. This volunteer must also check ID's of every person entering the venue. Underage

persons shall not be allowed into the venue during Blues Pub.

9.6.1

9.7 At least one Host must be supervising the participants of Blues Pub at all times and may not do so while performing any other volunteer role. If anyone is seen acting irresponsibly or breaking the law, the Host must find the Blues Pub Manager or Exec-on-Call, who will then remove them from the room. These actions include, but are not limited to: promoting drinking games, promoting binge drinking, visibly being intoxicated, breaking or endangering any property belonging to the EUS or other participants, etc.

9.8 No activities which promote an excessive or accelerated rate of consumption of alcohol are to be promoted or organized during Blues Pub.

9.9 The following alcoholic drinks may not be served at Blues Pubs:

9.9.1 Any beverage or 'shot' with more than 15% alcohol per volume regardless of the volume of beverage served.

9.9.1.1 For beverages made using a mix of standard 80 proof liquor and a non-alcoholic drink, a mix of 1 part liquor to 3 parts non-alcoholic drink shall be considered servable.

9.10 All Blues Pubs must serve both food and non-alcoholic beverages at a reasonable price.

9.10.1 There must be at least one non-alcoholic beverage sold for a lower price than the cheapest alcoholic beverage sold.

9.10.2 Non-alcoholic beverages must be displayed in a similar way to alcoholic beverages.

9.10.3 Non-alcoholic beverages must be served in a similar container to alcoholic beverages if requested.

9.11 No beverage is ever allowed in the Bandroom.

9.12 The Organizing committee or group shall provide adequate volunteers for the distribution and washing of reusable mugs.

Article 10: Closing of Blues Pub

10.1 If at any time, an Organizer or Blues Pub Manager believes the Alcohol Permit is in jeopardy of being lost, they are to take immediate action to rectify the situation with consultation of the Exec-On-Call.

10.2 The Exec-On-Call or Blues Pub Manager may cancel or close a Blues Pub at any time for any reason.

Article 11: Finances

- 11.1 Blues Pub managers shall be paid a stipend at the end of each semester based on the amount of shifts they worked.
 - 11.1.1 Blues Pub managers shall make \$15 per Beer Delivery and Monday Reset shift
 - 11.1.2 Blues Pub managers shall make \$30 per open or close shift
 - 11.1.3 Blues Pub food managers shall make \$15 per order they individually submitted
 - 11.1.4 Blues Pub Music Manager shall make \$15/Blues Pub for the time to coordinate with musicians, set up musicians, train other Blues Pub managers, and complete sound checks.
- 11.2 Hosts shall be charged by Blues Pub by the end of each semester for:
 - 11.2.1 The cost of food items and non-alcoholic beverages consumed during their Blues Pub
 - 11.2.2 A \$100 service charge to subsidize manager stipends
 - 11.2.3 Any Fines incurred as stated in Appendix D.
- 11.3 Money obtained by financial reprimands will be used to pay for Blues Pub operating expenses.
 - 11.3.1 Financial reprimands shall be allocated evenly and impartially to all hosts in the event of a co-hosted Blues Pub regardless of the infringing parties affiliation. Further allocation of responsibility is left to the hosts should they choose to determine responsibility.
 - 11.3.2 Financial reprimands are ultimately at the discretion of the Blues Pub managers and not the Exec-on-call.
 - 11.3.3 Blues Pub hosts wishing to dispute any financial reprimand they have incurred shall take up the issue directly with the Vice President Internal and the Blues Pub Head Manager within 1 week of the fine being allocated.
 - 11.3.3.1 Disputes include but are not limited to co-hosts claiming another co-host did not fulfill their responsibility and do not deserve their predetermined revenue share, that a financial reprimand was not justly distributed, or otherwise.
- 11.4 Every semester Blues Pub shall submit a budget to the VP Finance and VP Internal of the EUS to be approved by the Board of Governors.

Article 12: Amendments

- 12.1 Amendments to this policy must be approved by a simple majority vote of the **Board of Governors** of the EUS

Article 13: Interpretation

13.1 In the case of a conflict between this policy and the following documents, the following documents prevail in the order they are listed in:

13.1.1 The Quebec Companies Act

13.1.2 The EUS Letters Patent

13.1.3 The EUS Constitution

13.1.4 The EUS Bylaws

List of Appendices:

Appendix A: Blues Pub Agreement

Appendix B: EUS Department, Committee and Club Blues Pub Proposal

Appendix C: Blues Pub Fines Protocol

Appendix A: Blues Pub Disclaimer

BLUES PUB DISCLAIMER

McGill regulations on the use of alcohol on campus:

- a) Each person serving alcohol on campus must have attended a McGill Server Training Seminar and be wearing a server badge when serving alcohol. Anyone serving at Blues Pub must appear on a serving list that is in the EUS office which will be sent to security.
- b) Non-alcoholic beverages must be available and visible. They must be served in the same type of containers as alcoholic beverages.
- c) Alcoholic beverage prices charged must not be lower than retail cost of the beverages sold. If other alcohol is sold the committee must show the retail costs of the beverage and present the proposed price list before the event.
- d) Hosts cannot advertise the fact that alcoholic beverages are served or sold at the event. All posters advertising Blues Pubs must be approved and stamped by the EUS.
- e) Alcoholic beverages may not leave the basement of McConnell.
- f) Any person deemed by a server to be intoxicated must not be served.

Provincial Law

- a) The area where the alcohol is served must be restricted to only authorized personnel. At Blues Pub, these are the people who are part of the committee/organization, or volunteers, and who have been server-trained. No server can serve if they have been drinking nor can they drink while serving.
- b) Alcoholic beverages cannot be sold to minors or to somebody who is buying the beverage for a minor.
- c) Hosts must maintain order and restrict behaviour so that it is in keeping with promoting public safety and tranquility.
- d) Advertising may only include the: date, hours, location, and entertainment.

ANY EUS EXECUTIVE WHO FINDS THE BLUES PUB HOSTS VIOLATING THE ABOVE LAWS, RESERVES THE RIGHT TO CLOSE THE EVENT AT ANY TIME.

I, _____, have read the above laws and regulations and will abide by them. I am the person responsible for the event.

Signature: _____ Date: _____

Organization: _____ Position: _____

Appendix C: EUS Department, Committee and Club Blues Pub Proposal
Put link to google form here

[Department Request](#)

[Host Request](#)

Appendix D: Blues Pub Fines Protocol

Fines

We would love it if every group was like you, read the document, completed all jobs, and ran an awesome Blues Pub, unfortunately we don't live in a perfect world and errors occur. We understand mistakes happen, but some mistakes make it harder to host Blues and as a result we have to fine people. We aren't looking to fine people, but we will do so in order to keep consistency.

Since fines may accumulate throughout a night, Blues Managers will only charge the top 3 fines. I.e. if your group is fined for 3 tier 4 fines and 1 tier 1 fine, you will be charged for the 3 tier 4 fines.

Tier 0: \$15.00

- Serving Training Badge without ID (Compounds to max of 3 servers)
- Not sending theme and description on the Saturday
- Failure to create event before Tuesday 11:59pm
- Volunteer spreadsheet less than 75% full on the Thursday
- Attaching decorations or promotional material to any painted surface in the Common Room

Tier 1: \$30.00

- Not moving the furniture back into place on Monday (The room will be checked by midday).
- Over-Serving Patrons: visible intoxication of patrons (Can be fined multiple times in a night to a maximum of 5 times)

Tier 2: \$75.00

- Inappropriate Blues Pub promotion (with papers/flyers)
- Wearing server badge when server is not serving alcohol (Compounds to max of 3 servers)
- Consuming alcohol while wearing a server badge (Compounds to max of 3 servers)
- Overly Strong mixed drink (15%+)
- Inebriated volunteer serving alcohol during operating hours. (per volunteer)

Tier 3: \$100.00

- Broken furniture during Blues Pub (PLUS cost of repair)
- Serving Alcohol Without Server Badge (Compounds to max of 5 servers)

- Organizer-in-charge not at a functioning level of sobriety (at the discretion of the exec on shift or a manager on shift)

Tier 4: \$150.00

- Delayed opening(30 minutes)

Tier 5: \$200.00

- Unattended Cash Box at anytime

Variable Tier

- \$30-100:
 - Mismanagement of Clean Up (Too many people, volunteer beers mishandled, insufficient cleaning etc...) to the discretion of the Closing Manager and Exec-In-Charge.
 - Food station or bar mismanagement (not using gloves, not wearing a hat, handling money and food simultaneously, running out of beer, serving warm beer)
- \$75-150:
 - Inadequate number/quality of volunteers, such that the proper functioning of Blues Pub is obstructed (starting at 4:00pm - clean up)
- \$75-200:
 - Manager-Exec/Non-Cooperation (Fine based on discretion of manager and exec)
 - This includes non-cooperation with non-shifted Managers and Execs