

occupational taxes. There are several unknown factors regarding whether or not this age group would be taking jobs away from more mature servers or if any influx of employees would simply be a return to pre-COVID-19 employment levels. In the nine years preceding COVID-19 (2010-2019), the labor force participation rate for 16 to 19 year olds in Kentucky remained unchanged so it is doubtful this would have a significant impact on the number of new-hires.

However, since a number of alcohol-serving businesses have had trouble hiring and retaining employees over the past couple of years, passing HB 252 may alleviate their worries regarding hiring by making available a new source of eligible new-hires.

Below are the serving ages for the fifty states and the District of Columbia as of January 2021. 39 out of the 51 states have a minimum serving age of 18; 7 states have a minimum serving age of 19. Maine's serving age is 17. Only 3 states have serving age requirements higher than Kentucky.

Policy as of January, 2021									
State	Minimum Age To Serve				State	Minimum Age To Serve			
	Beer	Wine	Spirits			Beer	Wine	Spirits	
Alabama	19	19	19		Missouri	18	18	18	
Alaska	21	21	21		Montana	18	18	18	
Arizona	18	18	18		Nebraska	19	19	19	
Arkansas	19	19	19		Nevada	21	21	21	
California	18	18	18		New Hampshire	18	18	18	
Colorado	18	18	18		New Jersey	18	18	18	
Connecticut	18	18	18		New Mexico	19	19	19	
Delaware	18	18	18		New York	18	18	18	
District of Columbia	18	18	18		North Carolina	18	18	18	
Florida	18	18	18		North Dakota	18	18	18	
Georgia	18	18	18		Ohio	19	19	19	
Hawaii	18	18	18		Oklahoma	18	18	18	
Idaho	19	19	19		Oregon	18	18	18	
Illinois	18	18	18		Pennsylvania	18	18	18	
Indiana	19	19	19		Rhode Island	18	18	18	
Iowa	18	18	18		South Carolina	18	18	18	
Kansas	18	18	18		South Dakota	18	18	18	
Kentucky	20	20	20		Tennessee	18	18	18	
Louisiana	18	18	18		Texas	18	18	18	
Maine	17	17	17		Utah	21	21	21	
Maryland	18	18	18		Vermont	18	18	18	
Massachusetts	18	18	18		Virginia	18	18	18	
Michigan	18	18	18		Washington	18	18	18	
Minnesota	18	18	18		West Virginia	18	18	18	
Mississippi	18	18	18		Wisconsin	18	18	18	
					Wyoming	18	18	18	

**KRS 244.090 currently states that a grocery or convenience store worker may be 18 years old and sell malt beverages. (see KRS 244.090(1)(c)(3): "At the premises licensed only with a nonquota retail malt beverage package license, and the person employed to sell malt beverages is at least eighteen (18) years of age and under the supervision of a person twenty (20) years of age or older or..."*

Part III: Differences to Local Government Mandate Statement from Prior Versions

Part II refers to HB 252 GA.

HB 252 GA keeps all the provisions of HB 252 HCS 1. There are no changes.

HB 252 HCS 1 keeps all the provisions of HB 252 as introduced and makes the following addition:

- Allows persons who are 18 years old and older to work in the warehouse of a wholesaler or distributor if the employment does not include the sale or service of alcoholic beverages and if under the supervision of an employee who is 21 years old or older.

Data Source(s): LRC Staff, WLKY article "Proposed Kentucky Bill Would Lower Age Requirement for People who Serve Alcohol; August 12, 2021, National Institute on Alcohol Abuse and Alcoholism, U.S. Census Bureau

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