

## COVID-19 VACCINATION REQUIREMENT – FAQ FOR NIGHTCLUBS, LOUNGES, BARS, AND BREWERIES

This Frequently Asked Questions (FAQ) document is intended to assist nightclubs, lounges, bars, and breweries in complying with the Pasadena [Health Officer Order](#).

### 1. Does the vaccination verification requirement apply to my business?

The Health Officer Order applies to your business if it meets the definition of a bar, brewery, nightclub, or lounge:

- **Bar** is defined as a facility that operates under a low-risk (Risk Category 1) Health Permit. Risk category 1 bars serve alcohol for onsite consumption, and prepare and serve only non-potentially hazardous foods.
- **Brewery** is defined as a facility with a #1 or #23 state alcohol license that is not required to have a Health Permit to operate.
- **Nightclub** is defined as a commercial establishment dispensing beverages for consumption on the premises and in which dancing is permitted or entertainment is provided, and/or has as its primary source of revenue (a) the sale of alcohol for consumption on the premises, (b) cover charges, or (c) both.
- **Lounge** is defined as a business that operates primarily for the preparation, sale, and service of beer, wine, or spirits. Minors are not allowed in a lounge.

### 2. When do employees need to begin checking patron's vaccination documents?

Bars and Breweries

- October 7, 2021: Patrons 12 years and older must provide proof of at least one dose of a COVID-19 vaccine with a photo identification (ID) to obtain entry for service indoors.
- November 4, 2021: Patrons 12 years and older must provide proof of full vaccination for COVID-19 with a photo ID to obtain entry for service indoors.

Nightclubs and Lounges

- October 7, 2021: Patrons must provide proof of at least one dose of a COVID-19 vaccine with a photo identification (ID) to obtain entry for service indoors.
- November 4, 2021: Patrons must provide proof of full vaccination for COVID-19 with a photo ID to obtain entry for service indoors.

### 3. Does the vaccination requirement apply to my employees?

Yes. All onsite employees of bars, breweries, nightclubs, and lounges must provide their employer with proof of full vaccination against COVID-19 no later than November 4, 2021.

### 4. Can unvaccinated or partially vaccinated patrons show a negative COVID-19 test for entry to the facility for indoor service?

No. A negative COVID-19 test result does not qualify as an alternative to providing proof of vaccination.

### 5. For what areas of the facility will patrons need to be screened for vaccination status?

Patrons seated, receiving services, or participating in activities within the indoor portions of the business must be screened for and show proof of COVID-19 vaccination and ID prior to entering.

Patrons may receive services or participate in activities in the outdoor portions of the business without being screened for vaccination.

**6. Does the vaccination verification requirement apply to restaurants?**

It is a strong recommendation for restaurants to implement vaccine verification; however, it is not currently required for restaurants.

**7. Does the vaccine verification requirement apply to the bar inside my restaurant?**

Bars that are located within a restaurant that are operated under the same ownership, and bars that are operated adjacent (directly connected) to a separately permitted restaurant under the same ownership, are not required to verify vaccination.

**8. My facility operates like a restaurant during the day, but at night requires patrons be 21 and older to enter like a lounge. Does the vaccine verification requirement apply to my business?**

During the hours the facility's operation meets the definition of a lounge, employees must verify vaccination of patrons as a condition of entry.

**9. What is an acceptable form of vaccination record?**

Employees and employers may refer to the document [Verifying Proof of COVID-19 Vaccination](#).

**10. Is it acceptable for a patron to verbally attest to being fully vaccinated, without providing documentation?**

No. Employees must verify the vaccination status of patrons by reviewing the patron's vaccination record and cross-referencing the record with the patron's photo ID.

**11. Do I need to keep a copy of a patron's vaccination record?**

No. By allowing each patron to be seated, receive services, or participate in activities indoors at the facility, the facility operator is attesting that the facility has appropriately verified each indoor patron's vaccination prior to entry.

**12. What are employees expected to do with a patron not presenting proof of vaccination?**

If a patron does not present proof of vaccination with their photo ID, the patron may only be seated, served, or participate in activities in an outdoor portion of the facility.

**13. In what instances is it allowable for an unvaccinated individual to enter the indoor portion of the facility?**

Individuals who do not show proof of vaccination may, for limited circumstances, be permitted to enter the indoor portions of the business. Such individuals must wear a well-fitted mask and may only enter the facility:

- as part of their employment to make a delivery or pick up, provide a service or repair, or for emergency or regulatory purposes;
- to get to the outdoor portion of the facility or to use the restroom; or
- to order, pick up, or pay for food or drink "to go." In this last instance, patrons must wait outdoors for their food or drink to be ready for pick-up.

**14. What will happen if a facility is found not verifying vaccination status of patrons or employees?**

The Pasadena Public Health Department will address complaints individually, including through education and in-person outreach at the facility. Non-compliance with the Health Officer Order is

a misdemeanor violation, and the business is subject to any penalties if continued non-compliance is observed.

**15. Is vaccination verification required for private parties at these businesses?**

Yes. Vaccination verification and masking requirements, regardless of vaccination status, apply to all indoor private parties that are held within bars, breweries, nightclubs, and lounges.

**16. Are masks still required indoors after vaccination is verified?**

Yes, masks are required indoors even when all individuals are vaccinated. Masks may be removed while actively eating and drinking. Patrons must be seated at a table or ticketed seat, or positioned at a stationary counter, while actively eating or drinking. It is recommended that physical distancing between different parties be implemented to reduce the risk of spread in areas where patrons are permitted to eat or drink.

**17. For customers whose vaccination status has been verified on a previous visit, are we required to repeatedly check?**

Yes. Vaccination status must be verified each time a patron visits.

**18. Who is included as an “employee” and must provide proof of vaccination?**

Employees encompass all personnel who are regularly onsite in the facility. This includes front of house, back of house, part-time, full-time, seasonal staff, and performers. Many businesses have independent contractors working onsite, but do not consider them employees, however, the California State Labor Code considers some independent contractors to be employees. Check the California Department of Industrial Relations’ [Independent Contractor versus Employee](#) webpage.

**19. How can I help my employees get vaccinated?**

For staff who are seeking more information and/or who have not yet gotten vaccinated, offer to listen to their concerns and help them find trusted, factual information about the COVID-19 vaccines. You may refer them to <https://www.cityofpasadena.net/public-health/covid-19-vaccine/> for information about the safety and efficacy of the available vaccines, and to find a vaccination site. COVID-19 vaccines are also widely available at large retail pharmacies (e.g., CVS and Walgreens), local pharmacies, and regular health care providers. Consider offering paid time off for staff to get vaccinated and, if needed, to recover from any vaccine side effects, which typically occur in the first 2 days after getting the vaccine.

**20. What about staff who qualify for an exemption from the vaccination requirement?**

Employees may be exempt only upon providing the employer a declination form signed by the individual stating the worker is declining vaccination based on sincerely held religious beliefs or the individual is excused from receiving any COVID-19 vaccine due to Qualifying Medical Reasons. Forms citing Qualified Medical Reasons must include a written statement signed by a practicing, licensed physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating the individual qualifies for the exemption and the probable duration of the worker’s inability to receive the vaccine.

Exempted employees must be screened for COVID-19 at least once per week with a COVID-19 or SARS-CoV-2 PCR or antigen test that has been given Emergency Use Authorization (EUA) or approval by the U.S. Food and Drug Administration. Exempted employees must also wear a surgical mask or higher level respirator approved by NIOSH at all times.