

July 8, 2014

Telephone: (717) 783-9454

FAX: (717) 787-8820

Linda Sheffield  
Dobbin House, Inc.

**RE: Wage Issues and RAMP Training**

Dear Ms. Sheffield:

ISSUE: This is in response to your e-mail of July 2, 2014, in which you state that your employees have mentioned that you are required to pay them for their time spent in becoming RAMP-certified. You state that, in the past when your employees attended on-site RAMP classes, you would pay their hourly wages. However, now that this certification can be done online at their convenience, you do not pay for that time. You note that you do pay the fee for each employee certification. It is assumed that you are asking whether your position is lawful.

Records of the Pennsylvania Liquor Control Board ("Board") indicate that Dobbin House, Inc. holds Restaurant Liquor License No. R-20255 (LID 20879) for use by it at premises located at 89 Steinwher Avenue, Gettysburg, Pennsylvania.

OPINION: Nothing in the Liquor Code or the Board's Regulations requires that a licensee pay an employee to attend RAMP training. Your question relates to wage and hour law, and not the Liquor Code or Board's Regulations. Therefore, you are advised to contact the Department of Labor and Industry's Bureau of Labor Law Compliance at 717-787-4763 or private counsel of your choosing.

THIS OPINION APPLIES ONLY TO THE FACTUAL SITUATION DESCRIBED HEREIN AND DOES NOT INSULATE THE LICENSEE OR OTHERS FROM CONSEQUENCES OF CONDUCT OCCURRING PRIOR TO ITS ISSUANCE. THE PROPRIETY OF THE PROPOSED CONDUCT HAS BEEN ADDRESSED ONLY UNDER THE LIQUOR CODE AND REGULATIONS. THE LAWS AND POLICIES ON WHICH THIS OPINION IS

Linda Sheffield

July 8, 2014

Page 2

BASED ARE SUBJECT TO CHANGE BY THE LEGISLATURE OR THE  
PENNSYLVANIA LIQUOR CONTROL BOARD.

Very truly yours,

FAITH S. DIEHL  
CHIEF COUNSEL

cc: Pennsylvania State Police,  
Bureau of Liquor Control Enforcement  
Jerry W. Waters, Director of Office of Regulatory Affairs  
Tisha Albert, Director, Bureau of Licensing  
Jeffrey Lawrence, Assistant Director, Bureau of Licensing  
Bethany Gardner, Director, Alcohol Education  
Lori Rizzo, RAMP Division Chief

LCB Advisory Opinion No. 14-402