## DISTRICT OF COLUMBIA

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## ALCOHOLIC BEVERAGE CONTROL BOARD

+ + + + + MEETING

IN THE MATTER OF:

CUBA LIBRE DC, LLC, t/a Cuba Libre

Restaurant & Rum Bar

801 9th Street NW : Fact Fir Retailer CR - ANC 2C : Hearing : Fact Finding

License No. 82457 Case #18-251-00157 (Simple Assault) :

> Wednesday, February 6, 2019

The Alcoholic Beverage Control Board met in the Alcoholic Beverage Control Hearing Room, Reeves Building, 2000 14th Street, N.W., Suite 400S, Washington, D.C. 20009, Chairperson Donovan W. Anderson, presiding.

## PRESENT:

DONOVAN W. ANDERSON, Chairperson NICK ALBERTI, Member BOBBY CATO, JR., Member MIKE SILVERSTEIN, Member JAMES SHORT, Member REMA WAHABZADAH, Member

ALSO PRESENT:

BARRY GUTIN, Licensee

ALEXANDER TSO, DC MPD

STEPHEN O'BRIEN, Licensee's Counsel

VANESSA PLATA, ABRA Investigator

## T-A-B-L-E O-F C-O-N-T-E-N-T-S

STATEMEN	NTS																		
Stephen	O'Brien		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	5
	Plata,				_														
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Stephen	O'Brien	• •	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	. 2	28
Barry Gu	utin		•	•	•	•	•	•	•	•	•	•	•	•	•	• :	33,	, 4	49
EXHIBIT														:	ΙDΙ	EN:	ΓΙΕ	711	ΞD
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1	P-R-O-C-E-E-D-I-N-G-S
2	(4:37 p.m.)
3	CHAIRPERSON ANDERSON: Our next case
4	is Case No. 18-251-00157, Cuba Libre Restaurant &
5	Rum Bar, License No. 82457.
6	Would the parties, please, approach
7	and identify themselves for the record, please?
8	(Bangs gavel.)
9	CHAIRPERSON ANDERSON: Could the
10	parties identify themselves for the record,
11	please?
12	INVESTIGATOR PLATA: Investigator
13	Vanessa Plata with ABRA.
14	CHAIRPERSON ANDERSON: Good afternoon,
15	Ms. Plata.
16	INVESTIGATOR PLATA: Good afternoon.
17	MR. O'BRIEN: Stephen O'Brien for the
18	licensee. I'm accompanied by Barry Gutin, G-U-T-
19	I-N, who is the principal owner.
20	CHAIRPERSON ANDERSON: Good afternoon,
21	Mr. O'Brien. And good afternoon, Mr. Gutin?
22	MR. GUTIN: Gutin.

1	CHAIRPERSON ANDERSON: Gutin.
2	MR. GUTIN: Yes, thank you.
3	CHAIRPERSON ANDERSON: Good afternoon.
4	There is a sign-in sheet, please, sign-in.
5	And Officer, introduce yourself for
6	the record, please.
7	OFFICER TSO: I'm Officer Tso from the
8	1st District.
9	CHAIRPERSON ANDERSON: I didn't hear
10	your last name, sir.
11	OFFICER TSO: Officer Tso from the 1st
12	District.
13	CHAIRPERSON ANDERSON: Can you spell
14	it?
15	OFFICER TSO: I'm Officer Tso from the
16	1st District.
17	CHAIRPERSON ANDERSON: So?
18	OFFICER TSO: T-S-O.
19	CHAIRPERSON ANDERSON: Tso.
20	OFFICER TSO: Tso, T-S-O.
21	CHAIRPERSON ANDERSON: Oh, okay. All
22	right. I didn't hear you. I apologize. All

right. All right.

This is a Fact-Finding Hearing and I think -- is this one of the cases that the Chief of Police had asked us to --

MR. O'BRIEN: No.

CHAIRPERSON ANDERSON: No, no. Well, this is a Fact-Finding Hearing, in the sense that an event occurred at the establishment and the Board believes that it was serious enough that we -- for us to have a Fact-Finding Hearing.

This matter also was already referred to the Office of Attorney General, because the Board believed that it was serious enough, so a referral was made to the Office of the Attorney General for further action, but we also -- I saw the look on your face, Mr. O'Brien, but when the claim came in, the Board made a decision and referred it, so I want you to know that.

MR. O'BRIEN: I did not know that.

CHAIRPERSON ANDERSON: Well, no, I said I want you to know that. I'm not saying you know that. I said I want you to know that.

1	MR. O'BRIEN: May I ask when that
2	referral was made?
3	CHAIRPERSON ANDERSON: My notes just
4	say it was already made. I don't know when it
5	was made.
6	MR. O'BRIEN: Because we look at the
7	Board's results every week and I would be very
8	surprised if I overlooked that.
9	CHAIRPERSON ANDERSON: I know this
10	came up on the Investigative Agenda. This was on
11	our Investigative Agenda a couple weeks ago, so,
12	yeah.
13	MR. O'BRIEN: A couple weeks ago?
14	CHAIRPERSON ANDERSON: Yeah, this was
15	on our investigative was this case scheduled
16	for last week and it was rescheduled? I'm just
17	asking you.
18	MR. O'BRIEN: No. Well, it was, yes,
19	because of weather.
20	CHAIRPERSON ANDERSON: Right.
21	MR. O'BRIEN: Mr. Gutin comes down
22	from Philadelphia.

1	CHAIRPERSON ANDERSON: Yes, I know.
2	I know that, yeah.
3	MR. O'BRIEN: But this matter was
4	first scheduled back in November.
5	CHAIRPERSON ANDERSON: It was, all
6	right, October 24th.
7	MR. O'BRIEN: It was referred on
8	October 24th to the Attorney General.
9	CHAIRPERSON ANDERSON: Yes.
LO	MR. O'BRIEN: Okay. All right.
L1	CHAIRPERSON ANDERSON: And a Fact-
L2	Finding Hearing was also and so that was on
L3	our Investigative Agenda for October.
L <b>4</b>	MR. O'BRIEN: Which means that when I
L5	reviewed it, I missed it, which I am just very
L6	surprised that I missed it.
L7	CHAIRPERSON ANDERSON: But it's in
L8	October and we are now in February and we haven't
L9	gotten a response back from the Attorney
20	General's Office, so they are the ones who make
21	that decision. So I'm saying that I want you to
22	know. I'm not saying you previously knew. So

I'm not -- I'm just saying just as an FYI, I want you to know that then.

MR. O'BRIEN: I appreciate you telling me that. May I ask a question?

CHAIRPERSON ANDERSON: Yes, sir?

MR. O'BRIEN: Why, if it has been referred to the Attorney General, are we having a Fact-Finding?

CHAIRPERSON ANDERSON: Because the Board -- and we have done both and most -- a lot of times what the Board has done is that they will say that okay, fine, if it's serious enough, let's just have a Fact-Finding. And after the Fact-Finding, then we will refer it or we will decide that it's serious enough, but because we believe that the establishment did not act appropriately, so we need to have this conversation with them to say that we didn't believe that your actions were appropriate and we want to make sure that -- and I don't know if once the referral is made, whether or not the Government will believe that it is -- they can

meet their burden.

So it might not materialize to -- it might not be prosecuted, but we believe that you also need to come in front of us for us to say that we believe that this is an incident that we did not believe that the response from the licensee was appropriate. And so, therefore, what interim measures can you put in place to make sure that this does not occur again?

MR. O'BRIEN: I certainly am familiar with the Board holding a Fact-Finding Hearing and actually cutting the hearing short because what appeared at the Fact-Finding Hearing is of sufficient concern that a decision is made before the hearing is completed to send it to the Attorney General.

I'm also certainly familiar with after a Fact-Finding Hearing the Board making a decision to send it to the Attorney General.

I just, in my experience, have not seen a referral to the Attorney General followed by a Fact-Finding.

CHAIRPERSON ANDERSON: We, at least in the three years I have been here, have those things. We have done that. We have done that because the Board believes that we need this person to come in. It's unfortunate that it has taken this long for -- since this was in October and now we are in February, that we are finally having a Fact-Finding Hearing.

I mean, normally one of the reasons why we do a Fact-Finding Hearing is because we know that we can schedule this immediately. So I'm not quite sure why is it that it has taken this long since October. I know that the weather canceled the last meeting, but I'm not sure why it took this long since October to schedule the hearing.

I'm not sure if this was -- remember we had -- this probably -- you know what, this hearing was probably scheduled for -- we probably had a day that --

INVESTIGATOR PLATA: November.

MR. O'BRIEN: November.

CHAIRPERSON ANDERSON: Yeah, the hearing was scheduled, yeah, in November.

MR. O'BRIEN: Yes.

CHAIRPERSON ANDERSON: Right. And so that's why I'm saying that the Fact-Finding

Hearing was scheduled for November, because -- so it was -- because the event occurred in October.

And so we thought that it was urgent and immediate and we have no idea when we refer a case over how long it is going to take for the Attorney General to -- whether or not they will send it back to us and say they are not going to prosecute it or how long that is going to take.

And so that's one of the reasons why
we had scheduled the Fact-Finding Hearing for
November, so we could address the issue
immediately, because we thought that it was
important enough that we wanted to bring the
owner in to say we didn't believe that the
response was appropriate.

What measures can you put in place, whether or not this is prosecuted or not, to

address this issue, because this is very serious. 1 2 MR. O'BRIEN: May I respond to that--CHAIRPERSON ANDERSON: 3 Sure. 4 MR. O'BRIEN: -- by pointing out that 5 the incident occurred in August. CHAIRPERSON ANDERSON: 6 I'm sorry? 7 MR. O'BRIEN: The incident occurred in 8 August. 9 CHAIRPERSON ANDERSON: Okay. And I'm 10 not sure how it came to us. It occurred in 11 I don't know. Well, it's August --12 well, the incident occurred in August, August 13 25th, when the Board is on recess. So the Board 14 was on recess, as you know, the last three weeks 15 of August. The Board is on recess the last three 16 weeks of August. We come back after Labor Day. 17 And so therefore, as soon as the Board 18 came back and I'm not sure what -- it probably 19 was on our Investigative Agenda for either 20 September or --The report is not 21 MEMBER ALBERTI: 22 provided to us until the 25th. I mean, it's not

completed until September 25th and we scheduled the Fact-Finding Hearing for October.

CHAIRPERSON ANDERSON: Right. So the event occurred in August. The Board was on recess. The Board was on recess at least when this incident occurred. We came back after Labor Day. And so therefore, we are moving towards when the reports come to us what is on the Investigative Agenda.

And so it was on the Board's

Investigative Agenda, I think, in November and
so, therefore, it would have -- the results came
out would have said this was what the Board was
suggesting at that time.

So I'm saying that so whatever answers that you provide, that they are provided with the caveat that this might be prosecuted. We don't know whether or not what the Government will or will not do.

MR. O'BRIEN: In another case, I might be very concerned about that, because even though this is purportedly a non-adversarial proceeding,

1	the fact
2	CHAIRPERSON ANDERSON: Right.
3	MR. O'BRIEN: is it's on the
4	record.
5	CHAIRPERSON ANDERSON: Right.
6	MR. O'BRIEN: And what is said here
7	could, in another case, be stuffed back down the
8	throat of the respondent at a Show Cause Hearing.
9	Now, in this case, I'm not worried
10	about it.
11	CHAIRPERSON ANDERSON: All right.
12	MR. O'BRIEN: But I do think that
13	while charges are pending, I question now,
14	broadening now this general proposition
15	CHAIRPERSON ANDERSON: Yes, that's
16	fine.
17	MR. O'BRIEN: whether a Fact-
18	Finding Hearing should be conducted with respect
19	to someone as to whom charges are pending. Of
20	course, we are separating this from a Summary
21	Suspension situation.
22	CHAIRPERSON ANDERSON: Yeah, but what

I said, what I'll say, Mr. O'Brien, the

Investigator will provide a report. The Officer
is here.

MR. O'BRIEN: Um-hum.

CHAIRPERSON ANDERSON: And as your right representing the client, you can listen. You don't have to provide a response.

MR. O'BRIEN: But we will.

CHAIRPERSON ANDERSON: Yeah, I know, but I'm saying but at least for me as Board

Chair, that is not positive or negative, because

I understand and so I'm not sure if you know the way I operate, Board Members will ask the owner a question and the owner is about to answer and I say to the owner, can you talk to your attorney before you answer the question, that's how I operate.

Because as an attorney, I understand and so therefore, I will say, for your understanding, make sure you clear it with your attorney. And if your attorney says answer, sure, go ahead. At least you can't say that I

1	blurted something out and I didn't know what is
2	the ramification.
3	So I will take that, so in this
4	particular case, if we present the report, the
5	Officer will present and you can either respond
6	or provide answer. For us, we will say how is it
7	that we feel about that.
8	MR. O'BRIEN: Well, in this case, we
9	certainly will respond.
LO	CHAIRPERSON ANDERSON: Okay.
L1	MR. O'BRIEN: We are here to discuss
L2	it.
L3	CHAIRPERSON ANDERSON: All right.
L <b>4</b>	Thank you.
L5	MR. O'BRIEN: Just as a general
L6	practice, I question whether somebody who is
L7	facing charges should be asked to speak
L8	informally about it on the record.
L9	CHAIRPERSON ANDERSON: Okay.
20	MR. O'BRIEN: But
21	CHAIRPERSON ANDERSON: And I for
22	the most part, I don't disagree with you. For

the most part, I do not disagree with you. And that's probably something that I will keep in mind when recommendations are made at the Fact-Finding if the Board decides to send it over to the -- but part of the problem with that, too, is that we can only send it over to the Attorney General's Office and they might decide not to prosecute it.

And so four or five months later, we still believe that, we think it was significant that we need the owner to respond. And we need to say to the owner, this happens. How are you going to prevent this from happening again? And five months later, however, the Attorney General's Office decides, they make their independent judgment, and it might never -- the issue might never be addressed.

And so at least the Board is stuck between a rock and a hard place. So that's one of the reasons why I will always tell folks that this is what we have done or these are the -- I will say to them that at the end of the hearing,

and although we have made a decision before, but

I'll always say at the end of the hearing we will

either -- we will make a decision whether or not

we are going to say no further action or we are

going to send it over to the Attorney General's

Office.

So at each hearing, I let you know that these are some of the results. And so it's the same analysis, so therefore you might say things here and we decide to send it over and it's already on the record.

So I hear what you are saying, but we just believe that there are certain things that needs to be addressed. And I do caution folks to let them know that it -- yes, it is on the record and we might make a decision to send it over and we don't necessarily want inconsistent statements.

So think about the answers, especially if you have an attorney, think about the answers that you are giving based on future implications.

MR. O'BRIEN: I infer from the Chair's

1	gaze that you are inviting a response.
2	CHAIRPERSON ANDERSON: No, no, no,
3	I'm not inviting a response.
4	MR. O'BRIEN: All right.
5	CHAIRPERSON ANDERSON: That was just,
6	yeah. I'm not inviting a response. I'm just
7	stating so we are just having so I'll have the
8	Investigator give at least the report. I'll have
9	the Officer and the Officer has been here, I
10	think, since 3:00 today. Prior to 3:00, because
11	he thought this hearing was at 3:00. And so then
12	I'll have a response. Okay.
13	MR. O'BRIEN: Very well.
14	CHAIRPERSON ANDERSON: All right. Go
15	ahead.
16	INVESTIGATOR PLATA: I was assigned to
17	investigate
18	CHAIRPERSON ANDERSON: You have to
19	speak up, ma'am.
20	INVESTIGATOR PLATA: All right. I was
21	assigned to investigate an incident that occurred
22	at Cuba Libre Restaurant & Rum Bar on the early

morning hours of August 25, 2018.

My investigation determinations were based on a 251, interviews with ABC manager, MPD officer and the victims.

The MPD-251 CCN No. 18141826 stated the following: "On the listed time and date at the described location. V1 and V2 were involved in a fight with S1. V1 suffered the listed injuries and was transported to Howard University Hospital for treatment. S1 was taken into the policy custody and charged with simple assault."

On August 25, 2018, I visited Cuba

Libre. I spoke with Daniel Gutierrez. Mr.

Gutierrez stated that he was the ABC Manager on
the night of the incident. He stated that he did
not actually witness the altercation. However,
he was informed by a security guard, Mr. Terrance
Thompson, of the series of events.

Mr. Thompson implies Mr. Gutierrez that S1, who was an employee of the establishment, was cleaning up the area around the DJ booth when a patron, which is going to be

noted as V1, began swinging at S1 with a beer bottle and missed.

customer, but could not and S1 and V1 fell to the ground. Mr. Gutierrez stated that around the time of the incident, he was assistant a group of patrons that had an issue with the bill. Mr. Gutierrez stated that once he was done with the group of patrons, the police had arrived and arrested S1.

Mr. Gutierrez stated that he did not speak to S1, who like I stated was an employee of the establishment, since his arrest. Mr. Gutierrez did state that Cuba Libre security team followed the in-house security procedures. Mr. Gutierrez stated that they have eight security guards, security members at the establishment as follows:

They have one security at the DJ booth; two security guards, one at each exit; one at the main bar; one by the bathrooms; one by bottle service; one security guard as a floater;

and one security guard is outside of the establishment where the line is formed.

Mr. Gutierrez stated that IDs were checked at the front door the night of the incident and every Friday and Saturday. Security personnel wear black suits and they do not have an MPD RDO present.

Mr. Gutierrez stated that all patrons have to be over the age of 21 on Fridays and Saturdays.

While I was at the establishment on August 25, 2018, they were having issues with their camera system. They couldn't download the footage to USB. However, I did see the footage. Unfortunately, the incident occurred outside of camera view.

Mr. Gutierrez stated that there is not another camera in that immediate area. I advised and recommended Mr. Gutierrez to put a camera in that area that's a blind spot.

On September 10, 2018, I spoke with the Victim 2. Victim 2 stated that he arrived at

the establishment on August 25, 2018 around midnight. He stated that he arrived with V1, which is his brother and a female patron. V2 stated that they were by the DJ booth, him, his brother, which is V1, and the female patron.

V2 stated that V1 began arguing with the employee, S1, who became very aggressive.

After S1 attempted to pick up -- he was cleaning up around the area and attempted to pick up his drink and apparently he had just bought the drink, V2 stated that he walked over to calm things down and tapped S1 on the shoulder.

V2 then stated that S1 slammed him to the ground, jumped over him and began punching V1 in the face multiple times.

V2 stated that the security rushed over to the incident and escorted V1 out of the establishment. V2 stated that none of the staff members checked on V1 or called the police.

V2 stated that V1 called the police as he needed medical attention. MPD and ambulance arrived, approximately, 10 minutes after the

incident occurred. I'm sorry, after V1 was escorted out of the establishment.

On that same day, September 10, 2018, I spoke with Victim 1. Victim 1 basically stated the same thing. He said he was at the DJ booth, around the DJ booth. The subject 1 or I'm sorry, S1 attempted to pick up the drink while he was cleaning. He stated that he began arguing with S1, but didn't intend on a physical confrontation.

V1 stated that suddenly S1 began punching him in the face, approximately, 10 to 15 times. He said S1 might have some type of martial arts. So V1 stated that the security guards rushed over to the incident and did not check on his well-being. They basically just kicked him out of the establishment, did not call the police and he said he sustained a fractured nose.

After a review of ABRA records, it is determined that the establishment does not have a security plan or a settlement agreement.

CHAIRPERSON ANDERSON: All right.

Officer, do you have anything to add to what do you know of this event?

OFFICER TSO: Sure. So on that date,

I went -- we got a call for a fight, so when I

got there the victim was standing there. He was

bleeding from the face. There was blood all over

his shirt. I asked him what happened. His

brother was also there. He told me that they

were by the DJ booth. The busboy was trying to

pick up drinks. They got into an argument. He

started getting -- hitting the victim and then

when the brother went to intervene, he body

slammed him.

I tried speaking with security and even the DJ by the DJ booth. No one could tell me definitively who threw the first punch. And I was like well, where is your employee? And they said he is still inside working, so I told them to retrieve him. When the employee came out, he started moving towards the two victims aggressively, like he was going to, you know,

continue this fight. 1 2 So that's when I decided that he was the aggressor in this fight, regardless of who 3 4 started it. And so we arrested the suspect. 5 Staff couldn't provide me with CCTV. They said that it had to be approved by corporate and so 6 based on what I had, I made that arrest. 7 CHAIRPERSON ANDERSON: All right. 8 9 So you are saying they do not have a Thank you. 10 security plan. Is that correct? 11 INVESTIGATOR PLATA: Not on file with 12 us, no. 13 CHAIRPERSON ANDERSON: All right. 14 INVESTIGATOR PLATA: They do have an 15 in-house security plan that they follow. 16 request it from Mr. Gutierrez, but I never 17 received it. 18 CHAIRPERSON ANDERSON: All right. 19 Thank you. Mr. O'Brien, do you wish to provide 20 any response? 21 MR. O'BRIEN: I will, but could I just

ask a couple questions of the Investigator and --

1	CHAIRPERSON ANDERSON: Sure, please.
2	MR. O'BRIEN: the Officer? There
3	is a statement by, according to the report, both
4	the victim and his brother that the establishment
5	did not call the police. What was the source of
6	their knowledge, to either of your understanding
7	that the establishment did not call the police?
8	OFFICER TSO: I'm not sure who called
9	the police. I would have to go back and review
10	who called 911. But usually we get we just
11	got a call for an assault, I'm not sure if it was
12	made by the staff or not. I assume that the
13	victim was the caller.
14	MR. O'BRIEN: But you don't know?
15	OFFICER TSO: I don't know.
16	MR. O'BRIEN: Okay.
17	INVESTIGATOR PLATA: And would you
18	like my response?
19	MR. O'BRIEN: Yes, I would, please.
20	INVESTIGATOR PLATA: Okay. The
21	victims did say that the establishment didn't
22	call police, but also the ABC manager stated that

1	he did not call the police, because he was busy
2	with other patrons that were had an issue with
3	a bill. So that's all I can really give.
4	MR. O'BRIEN: You are stating that the
5	manager stated he did not call the police?
6	INVESTIGATOR PLATA: No. I said he
7	stated that he didn't come outside until after
8	the police had already arrived.
9	MR. O'BRIEN: Okay. Investigator,
10	your exhibits include Exhibit No. 3.
11	INVESTIGATOR PLATA: Yes.
12	MR. O'BRIEN: Which was copy of ABC
13	Manager Gutierrez incident report.
14	INVESTIGATOR PLATA: I have William
15	oh, wait. Yes.
16	MR. O'BRIEN: Okay.
17	(Whereupon, the above-
18	referred to document was
19	marked as Government Exhibit
20	No. 3 for identification.)
21	MR. O'BRIEN: I invite your attention
22	to the narrative on the first page and two-thirds

1	of the way down a sentence begins "Police were
2	called."
3	INVESTIGATOR PLATA: Okay.
4	MR. O'BRIEN: Did you not infer from
5	that that the establishment called the police?
6	INVESTIGATOR PLATA: No.
7	MR. O'BRIEN: Why not?
8	INVESTIGATOR PLATA: Because when I
9	talked to the ABC Manager, the ABC Manager stated
10	that he didn't come outside to attend to the
11	incident until after he was done with the other
12	patrons that had issue with their bill.
13	MR. O'BRIEN: Do you know if another
14	employee other than the ABC Manager called the
15	police?
16	INVESTIGATOR PLATA: No.
17	MR. O'BRIEN: So to the best of the
18	knowledge, of your knowledge, Investigator, you
19	do not know if there were multiple calls to the
20	police?
21	INVESTIGATOR PLATA: I do not know.
22	MR. O'BRIEN: Okay. I invite your
ı	

1	attention to, Investigator, page 3 of your
2	report. And in the first full paragraph on the
3	page, it is your interview of Victim 2
4	INVESTIGATOR PLATA: Um-hum.
5	MR. O'BRIEN: which is the
6	brother
7	INVESTIGATOR PLATA: Yes.
8	MR. O'BRIEN: of the victim. And
9	I want to understand, as I think I was confused
10	by your narrative a minute ago. We are talking
11	one, two, three, four, five, six lines down.
12	INVESTIGATOR PLATA: All right.
13	MR. O'BRIEN: On the left margin the
14	word drink, the left margin of your report.
15	INVESTIGATOR PLATA: Okay.
16	MR. O'BRIEN: Okay. After the word
17	drink period, it begins "Mr. Garcia, V2, stated
18	that Garcia Carrerez, V1, began arguing with the
19	employee of the establishment."
20	INVESTIGATOR PLATA: S1.
21	MR. O'BRIEN: Mr S1.
22	INVESTIGATOR PLATA: Um-hum.

1	MR. O'BRIEN: And becoming very
2	aggressive.
3	INVESTIGATOR PLATA: Okay.
4	MR. O'BRIEN: And becoming very
5	aggressive relates to V1, does it not? That it
6	was the victim who was becoming very aggressive?
7	INVESTIGATOR PLATA: Yes, yes.
8	MR. O'BRIEN: Okay. Thank you. I
9	just wanted to clear those issues up there, Mr.
10	Chair. Thank you, Investigator. Thank you,
11	Officer.
12	And you would like such responses, we
13	want to offer at this point?
14	CHAIRPERSON ANDERSON: Yes.
15	MR. O'BRIEN: Is that correct, Mr.
16	Chair?
17	CHAIRPERSON ANDERSON: Yes.
18	MR. O'BRIEN: Okay. Cuba Libre opened
19	in 2010. It has been operating for into its
20	ninth year now at this location and as you will
21	see from the investigative history, it is not a
22	problem establishment. It has got one ding on

its record for -- actually, it's not a ding. It just reflects it did an audit, meaning of a restaurant, food percentage audit. So there is no investigative history over nine years whatsoever.

I will tell you that this Cuba Libre is part of a chain that is owned by Mr. Gutin.

There is one in Philadelphia. There is one in Atlantic City and there is one in Orlando.

This particular store, as will be reflected by the audit, does about 55 percent of its sales in food. This is not by any way, shape or means a nightclub.

Now, they do have Cuban dancing on Friday and Saturday nights on a dance floor that has been part of the approved license premise since day one back in 2000.

We could argue here or debate who was at fault and that who started it, but there appears to be no dispute that an employee escalated it by punching the patron. The employee, I'm told, had been with them for

approximately five months and had not been in any way, shape or form a problem employee.

It appears that late at night the supposed busboy was going around picking up empty drinks in preparation for trying to get the place closed, in order to get all the drinks off the tables. And from what we have read, it appears that the employee took somebody's drink that they weren't finished with, that's Victim 1, and the argument ensued.

It was apparently provoked by the employee. Excuse me, excuse me, provoked by the guest, the victim, but then carried too far by the employee.

We do not condone what the employee did for a second, but it's not anything we had any reason to anticipate would happen. The employee was -- never worked there again. He was taken away by the police that night.

And if I could ask Officer Tso a question?

OFFICER TSO: Yes.

1 MR. O'BRIEN: Was the case prosecuted 2 in the Superior Court? OFFICER TSO: I don't believe so. 3 4 MR. O'BRIEN: I don't believe so 5 either, because I couldn't find it in the All right. 6 indexes. 7 Well, he was arrested apparently but not charged, the employee, and is long gone. 8 9 As to the issue of -- to me, the more 10 important issue, and I would think to the Board the more important issue, is yes, this happened, 11 12 but what was their response? 13 CHAIRPERSON ANDERSON: And that's why 14 we always ask for a Fact-Finding. 15 MR. O'BRIEN: Okay. There is no 16 question that the victim was escorted outside. 17 Apparently there is no question that the victim 18 called the police, but the incident report from 19 the restaurant also says the police were called 20 and we infer from that that they were called by 21 staff, because they wouldn't know what the victim

had done out on the sidewalk.

So I do believe that given what happened inside, the handling of it was not unreasonable. Police were called. EMS came, tended to the victim. And Officer Tso made the very correct arrest of the ultimate aggressor. Albeit, not the initiator of the episode.

So that's our view as to what happened. Now, as far as remedial issues goes, I am not sure that I would agree with the proposition that measures are required. But having said that and given the nature of the business as exemplified by lack of any history before the Board, Mr. Gutin did take -- has taken some further training measures, which he will be glad to elaborate on.

CHAIRPERSON ANDERSON: Yeah, I'm curious about that and I would like that, because I don't really go out that much, but I know how it is you spend \$15 for your drink, and I'm not being -- I think it costs about that. Most drinks cost and the employee will mistakingly thinking that it is discarded, it's gone, so what

## happens?

What happens there and we are hoping
that you do proper training for employees and you
are not going to anticipate that one of your
employees will and I think we are all human, that
if you once you touch my \$15 drink whether or
not I still have two sips, I'm still not done
with it, but there are still two sips left, so
what happens? I mean, what recourse does I
mean, what recourse you have and what is it
how is it that the establishment responds to
that?

Because it's probably not the first time it happened, because you have gone some -- the person is trying, doing their job and they take your drink up and then, of course, I get mad because I'm not done with my drink. All right.

MR. GUTIN: I'm happy to respond.

CHAIRPERSON ANDERSON: Sure.

MR. GUTIN: And happy to respond to

all your questions.

CHAIRPERSON ANDERSON: Sure. Go

1 ahead, sir. Again, per your lawyer. 2 MR. GUTIN: Yes, and he will kick me 3 if I shouldn't. CHAIRPERSON ANDERSON: All right. 4 5 long as we are clear. Okay. All right. I understand that. 6 MR. GUTIN: And I appreciate Mr. O'Brien straightening out all the 7 procedural issues at the beginning. 8 9 It is a simple question. It happens 10 often and as he said, we are in four cities. have been operating 18 years and our 19th year in 11 12 Philadelphia. Actually, our restaurant here is 13 the newest. And so we have faced this before. 14 Standard procedure is the busser would say I'm 15 sorry, get a manager to give them a new drink. 16 If it was after hours and we were just 17 cleaning up, they would invite them back another 18 time for a drink. But we would make good on the 19 drink. And this is not uncommon. 20 CHAIRPERSON ANDERSON: Why do you believe this -- and again, you weren't there, but 21

why did this incident occur? I mean, how can

this be to such an extent that -- because if you go out, you know that there are folks who are cleaning up and these things happen.

And so it's just kind of shocking that every -- and I'm not, at least from the report, hearing that the customer had done such a -- had done something to the extent that the response was -- I don't know. I'm just asking. And I'm not seeing that from the report.

MR. O'BRIEN: That was the issue that I tried to address, Mr. Chair, in asking the Investigator questions. Even the victim's own brother told the Investigator that the victim became aggressive.

CHAIRPERSON ANDERSON: Well, what do you call -- and I guess when you said aggressive, what do you mean by aggressive? And that's what I mean --

MR. O'BRIEN: Well, elsewhere in the report, on the first page, there is a recitation that victim began swinging at the employee with a beer bottle but missed.

INVESTIGATOR PLATA: That's what the 1 2 security guard told Mr. Gutierrez, which is the ABC Manager, and that's what the ABC Manager told 3 4 me. 5 CHAIRPERSON ANDERSON: But let me ask this, and the problem is that I was told that 6 7 there were was video and the police had asked for the video and that was not turned over to the 8 9 police, because that could clearly --10 INVESTIGATOR PLATA: Well --11 CHAIRPERSON ANDERSON: I'm sorry, go 12 ahead. 13 INVESTIGATOR PLATA: -- I'm sorry. 14 Unfortunately, like I state, the video did not 15 show the actual incident, because there was a 16 blind spot. So where it occurred, it was so far 17 back from the angle that they had that would have 18 captured it, that you couldn't see the incident 19 that occurred anyway. 20 So that's why I made the recommendation that they put a camera maybe on 21

that side of the building. I'm not sure if they

1 have. 2 CHAIRPERSON ANDERSON: Right. MR. O'BRIEN: But I do, Mr. Chair, 3 4 want to spell any notion here that there was any 5 obstruction on the part of the licensee. understood the Investigator to say that when she 6 7 asked to see the video, she was allowed to watch it. 8 9 CHAIRPERSON ANDERSON: But it was not 10 provided to the Officer. 11 MR. O'BRIEN: Okay. It was provided 12 to the Investigator when she first asked for it. 13 There was a delay in reproducing it. 14 CHAIRPERSON ANDERSON: No, I think the Officer stated -- I think it was stated that the 15 16 Officer asked for it and they were told that 17 there is some -- they have to get permission from 18 corporate to --19 OFFICER TSO: Um-hum. 20 CHAIRPERSON ANDERSON: -- and I think 21 that -- and at least I know that if you had a

security plan, and I'm not going to throw that

out there, but if you had a security plan, it says that if MPD or ABRA ask for it, it has to be produced. So maybe that's something that needs to be revisited that if an Officer comes in and asks for video and if you have the video, why is it that there is -- why is it the Officer has been told that we can't provide you, if that's true.

MR. O'BRIEN: Yeah, I'm going to assume it's true, because I have no reason to doubt what the Officer says. And I see Mr. Gutin scribbling right now --

CHAIRPERSON ANDERSON: Okay.

MR. O'BRIEN: -- as to that's an action item obviously.

CHAIRPERSON ANDERSON: Okay.

MR. O'BRIEN: But my point is that you asked the question how does this happen. Well, what we have apparently is, as you said, somebody, an employee taking up the drink. By all accounts, the holder of the drink, the victim becomes aggressive.

Now, the employee then I don't like to 1 2 use the word overreacts because that minimizes 3 it. 4 CHAIRPERSON ANDERSON: Um-hum. 5 The employee then MR. O'BRIEN: escalates that into punching the person. 6 7 again, we had no reason to expect that. I don't believe that the Board often is faced with 8 9 allegations that employees and licensees are 10 punching guests. 11 CHAIRPERSON ANDERSON: Unfortunately, 12 I have seen --13 MR. O'BRIEN: Okay. 14 CHAIRPERSON ANDERSON: -- several, 15 unfortunately. 16 MR. O'BRIEN: Well, okay. But we are 17 not defending that the employee did it. 18 simply saying we just had no reason to anticipate 19 that that would happen, that the employee would 20 go off the handle like that. Even if he did have 21 a beer bottle swung at him. 22 CHAIRPERSON ANDERSON: All right.

1 MR. O'BRIEN: Okay. So that's our 2 response when you asked Mr. Chair, how could this 3 happen. That's the progression as we understand 4 it. 5 CHAIRPERSON ANDERSON: All right. questions by any Board Members? Yes, Mr. Short? 6 7 MEMBER SHORT: Mr. O'Brien, thank you very much for the understanding in trying to get 8 9 some clarity of this. 10 MR. O'BRIEN: Yes, sir. 11 And I want to thank the MEMBER SHORT: Investigator Plata and thank you Officer for 12 13 taking the time to come today. 14 As you said, I'm looking at the 15 history, so you don't have a lot of history. How 16 long has the establishment been there? 17 In it's ninth year of MR. O'BRIEN: 18 operation. 19 Thank you. Okay. MEMBER SHORT: All 20 right. Now, so you know, you are not -- this is 21 nothing new to you, Mr. O'Brien, you have been

here before, and I would simply say this, since I

have been on the Board, you pretty much get 1 2 things settled between this Board and good 3 operators. So in that vein, it sounds as though 4 5 maybe, and this is just a suggestion, the Investigator needs to come back out and help you 6 7 with the angles, if the owner wants to agree to that. 8 9 MR. GUTIN: And what? 10 MEMBER SHORT: Camera angles. 11 MR. GUTIN: Camera angles. 12 MEMBER SHORT: The video angles. 13 MR. GUTIN: Oh, sure. 14 MEMBER SHORT: That might solve some 15 of these blind spot problems. 16 And you have a security plan, but it 17 hadn't been approved by this Agency, correct? 18 MR. O'BRIEN: No, sir, we don't have 19 a security plan. 20 MEMBER SHORT: Could he submit a new 21 one? I mean, this is just a suggestion. Because

what happens is this Board, then our lawyers look

at it and say yes, they're supplying and it can help the business.

And then the last thing I would ask is, basically, and this happens to a lot of cases, Mr. O'Brien knows, training of all employees. And maybe this incident, because it has already gone over to the Attorney General's Office, but so let's hope that we do some of these things and if it does come to fruition, maybe it won't, as the Chairman was saying.

But at any rate, I would feel a lot better as a -- I'm just one Board Member, but I would fee a lot better if those four things could be considered.

MR. O'BRIEN: Very well, sir.

CHAIRPERSON ANDERSON: Well, one, I'm not going to -- one thing I'll say, at least suggest for at least the business' benefit, since the Investigator has said there are, obviously, some blind sports, that's something that I would -- maybe you should reach out to the Agency who can look to see if there are any ways to protect

you, sir. That's the only one I'm going to comment on on the comments and the recommendation, but I think that's something that to protect the business at least to look at the camera angles.

Because as you said that based on the

Because as you said that based on the audit, it is a true restaurant.

MR. O'BRIEN: Yes.

CHAIRPERSON ANDERSON: 55 percent of its -- from the audit said was from food sales. So it is a restaurant.

I'm not sure if it's one of the places that morphs into a nightclub after hours. I don't -- I'm not saying that. I have never been there after hours, so I don't know.

So there are certain requirements that the Board would suggest for places that are truly -- that kind of morph into a different type of establishment at the end of the day.

So that's neither here nor there. All right. Any other questions by any other Board Members?

MEMBER SHORT: Just --

CHAIRPERSON ANDERSON: Go ahead, go ahead, Mr. Short.

MEMBER SHORT: And again, I would just like to reiterate the security plan. All the employees need to be on the same page. If something happens, one person calls, another person does this, another one, but if everybody is jumping in to get things separated and there is no coordinated effort toward, and that's the reason why I suggest the security plan and the training.

we can only suggest things and I think that would -- I'm kind of familiar with that area and expecting them to commit to some of this, so I know there is a lot of traffic. And we just make sure that all the people that visit Washington or visit this establishment feel safe and know that there was a little hiccup and that you did all you could do in this area.

MR. O'BRIEN: May I have just a

minute? Chief Short, we have employee manuals. They are not security plans. They are employee manuals, as you would expect in multi-store operation. And as a result of this episode, which came as much a shock to Mr. Gutin as it does to the Board, given the nature of the business, he has been working and has worked and completed revising his manuals and sometimes saying things that you think wouldn't need to be said.

But I want to read just one sentence.

Well, maybe two sentences. "Striking a guest is"

-- well, let me go back.

"No employees to engage in physical altercations with guests. In the event the guest initiates a physical confrontation with you, you are to retreat from the situation and seek the assistance of a manager or greeter.

In the event an aggressive guest confronts or assaults you in such a way that you cannot immediately escape, you may utilize only the degree of force necessary to protect you from

immediate physical harm and to escape, such as 1 2 pushing away or wrestling away. Striking a guest 3 is not allowed. We will not accept the 4 explanations `he swung at me first' or 'I was 5 only protecting myself.' Any employee who `wins a fight' with 6 7 a customer will be referred to the police with the request the employee be prosecuted." 8 9 So we all learn from experiences. As 10 I said, this was not an instance where we had any 11 reason to believe that this would happen, but now that we know it can happen, training is 12 13 emphasized to discourage any repetition. 14 I hope that is generally responsive to 15 your question, Chief Short. MEMBER SHORT: It is. 16 And your 17 manual, could you provide a copy of that to the 18 Investigator for our records? 19 MR. O'BRIEN: Yes. It's not a 20 security plan. 21 MEMBER SHORT: Okay. I understand. 22 Yeah, I think. MR. O'BRIEN: Okay.

Do you have an extra copy?

MR. GUTIN: For the -- for our greeters, yes.

MR. O'BRIEN: Yes, okay. This is actually a manual for greeters, doormen. It is not -- there are other manuals for other employees, you know, for cooks and all, but that same theme that I just read has now been added to all manuals.

MEMBER SHORT: Mr. O'Brien, not to drag this on much further, but I guess what I was saying about the training and everybody being on the same page, so if something does happen, whose responsibility is it to call the police? And is there a log kept about incidents, any kind of incidents, so that you can kind of protect yourself with the video. You can protect yourself with the log. You can protect yourself with the log. You can protect yourself by saying it was the bartender's responsibility to call the police while the incident was going on. This security person, one security person, too, those kind of things once they are in

1	writing, it seems that it chills things out a
2	little bit.
3	MR. O'BRIEN: Yeah. I believe that
4	the revised manual, revised in response to this
5	episode last August does address that.
6	We don't, when I say we, I mean the
7	client, does not keep an incident log as such.
8	MEMBER SHORT: Okay.
9	MR. O'BRIEN: Because it doesn't have
10	incidents.
11	MEMBER SHORT: Okay. I've got it. I
12	just made that for
13	MR. O'BRIEN: Yeah.
14	MEMBER SHORT: the record.
15	MR. O'BRIEN: Okay. Thank you, sir.
16	MEMBER SHORT: Okay.
17	CHAIRPERSON ANDERSON: Any other
18	questions by any other Board Members? Any final
19	comments you want to make Ms. Plata?
20	INVESTIGATOR PLATA: No.
21	CHAIRPERSON ANDERSON: Officer?
22	OFFICER TSO: No, sir.

CHAIRPERSON ANDERSON: All right.

Thank you very much, Officer. Thank you for being here. Thank you for your presentation.

Mr. O'Brien, thank you very much for the presentation you made today. And as I said, I don't know what the Attorney General's Office will do, that is within their purview.

But the Board believed this was -- any time there is an infraction between an employee and an invitee, because I'm your customer and they say the customer is always right. And the Board just thought that it was out of character that it was a serious incident that is one of the reasons why a certain Member of the Board's recommendation was that it should go over.

But also at the same time for us to bring you here to let us know that we believe that this is something that is serious. And we wouldn't have known the steps that you have taken to rectify this to ensure it does not happen.

Because again, this incident occurred in August and we are in February and this is the first time

1	we are at least getting a response from the					
2	licensee to say that this happened. We are aware					
3	of it. And these are some of the changes that we					
4	have made to ensure that this is something that					
5	does not occur again from one of our employees.					
6	And so that was the purpose of this					
7	hearing.					
8	MR. O'BRIEN: May I suggest one other					
9	thing, Mr. Chair?					
10	CHAIRPERSON ANDERSON: Yes, Mr.					
11	O'Brien.					
12	MR. O'BRIEN: The Board reviews					
13	investigative reports					
14	CHAIRPERSON ANDERSON: Yes.					
15	MR. O'BRIEN: and sends some to the					
16	Attorney General.					
17	CHAIRPERSON ANDERSON: Yes.					
18	MR. O'BRIEN: The Attorney General					
19	then makes a decision then whether to prosecute					
20	or not.					
21	CHAIRPERSON ANDERSON: Yes.					
22	MR. O'BRIEN: If it does, it draws up					

the charges.

CHAIRPERSON ANDERSON: Yes.

MR. O'BRIEN: And it sends it back to the Board's Legal staff with dates blank, so that the Board's staff can fill in the date for the Status Hearing.

CHAIRPERSON ANDERSON: Right.

MR. O'BRIEN: And the date for the Show Cause. The Board, I suggest respectfully, is not obligated to prosecute anything simply because the Attorney General sends it back.

CHAIRPERSON ANDERSON: That is true.

And the Board -- if the Attorney General decides not to prosecute, we can say -- I hear what you are saying. And I will hear what you are saying and what I will do is that, you know, I'll take this under advisement. I will take, based on the presentation today, this under advisement and see if the Board is willing to revisit its prior determination, because of course we didn't always do that.

So we send. We can always ask to

withdraw. So we will -- what I will -- this is what I'm going to do. We will take this matter under advisement and see whether or not, based on this hearing today, whether or not a Fact-Finding is sufficient or whether or not the Board still believes that this matter should be prosecuted or whether or not we are going to -- we will ask to withdraw it.

MR. O'BRIEN: Very well. Thank you.

CHAIRPERSON ANDERSON: I'll take that
under advisement.

MR. O'BRIEN: Mr. Gutin?

CHAIRPERSON ANDERSON: Yes?

MR. GUTIN: Mr. Chairman and Board

Members, I want to thank you first of all for

your concern about the public and our actions. I

want to let you know that we are take -- we -- it

has been months and we took this immediately very

seriously. And as my attorney said, it is not

something I would have anticipated.

You know, we spent a lot of time training our greeters on de-escalating

situations. We are now spending more time also speaking to our staff in general about what to do when confronted with an aggressive guest and how to escape and that their duty is to escape or just get the help of a manager at an earlier stage before it gets aggressive. I mean, really that's the answer. I made a mistake. I'm sorry. I took your drink. Let me get you another one. And hopefully that would have been it.

But we took it very seriously. We took widespread actions. We changed certain personnel. And you know, we take these things always serious. There is a reason that we haven't had a history of violations or problems. It is because we take it very seriously.

And I thank you for your time.

CHAIRPERSON ANDERSON: Thank you. Do you want to say something, Mr. Silverstein?

MEMBER SILVERSTEIN: Yes, I do. I would tell the licensee that whenever there is an assault on a patron and whenever there is an arrest of an employee, we are always going to

want to know. And that is often the kind of thing where we will immediately decide to send it to the OAG and we will also want to know more about it, so that (A) we can learn about it and (B) if there are any issues or problems, they can be resolved here.

This is not an adversarial hearing.

This was a Fact-Finding and I think you -
speaking for myself, we found the facts we needed

to know. And this appears to have been a one-off

and the thing that spoke loudest to me was that

nine year record of nothing at all on your

investigative report.

And I thank everyone here. This has been a thorough hearing. I think we have gained the facts that we needed to gain. And we can move on from there. Thank you.

MR. GUTIN: Thank you.

CHAIRPERSON ANDERSON: Thank you.

This matter then is in recess. All right.

Thanks. All right.

As Chairperson of the Alcoholic

1	Beverage Control Board for the District of
2	Columbia and in accordance with DC Official Code
3	Section 2-574 of the Open Meetings Act, I move
4	that the ABC Board hold a closed meeting on
5	February 13, 2019 for the purpose of seeking
6	legal advice from our counsel on the matters
7	identified on the Board's Investigative, Legal
8	and Licensing Agenda for February 13, 2019 as
9	published in the DC Register on February 8, 2019.
10	Is there a second?
11	MEMBER SHORT: Second.
12	CHAIRPERSON ANDERSON: Mr. Short has
13	seconded the motion. I will now take a roll call
14	vote on the motion before us now that it has been
15	seconded.
16	Ms. Wahabzadah?
17	MEMBER WAHABZADAH: I agree.
18	CHAIRPERSON ANDERSON: Mr.
19	Silverstein?
20	MEMBER SILVERSTEIN: I agree.
21	CHAIRPERSON ANDERSON: Mr. Short?
22	MEMBER SHORT: I agree.

1	CHAIRPERSON ANDERSON: Mr. Alberti?
2	MEMBER ALBERTI: I agree.
3	CHAIRPERSON ANDERSON: Mr. Anderson?
4	I agree.
5	As it appears that the motion has
6	passed, I hereby give notice that the ABC Board
7	will hold this aforementioned closed meeting
8	pursuant to the Open Meetings Act. Notice will
9	also be posted on the ABC Board hearing room
LO	bulletin board, placed on the electronic calendar
L1	on ABRA's website and published in the DC
L2	Register in as timely a manner as practicable.
L3	It is 5:33 p.m. and we are adjourned
L <b>4</b>	for the day. Thank you.
L5	(Whereupon, the Fact-Finding Hearing
L6	was concluded at 5:33 p.m.)
L7	
L8	
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21	
22	

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## <u>C E R T I F I C A T E</u>

This is to certify that the foregoing transcript

In the matter of: Cuba Libre Restaurant & Rum Bar

Before: DC ABRA

Date: 02-06-19

Place: Washington, DC

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings.

Court Reporter

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