



# CANNABIS WORKPLACE STANDARDS



## HB 2361/SB 6393 would ensure that cannabis jobs are good jobs

It's time to hold employers in the cannabis industry accountable for creating safe workplaces and respecting workers' rights. Too many workers who are helping to build this new industry after decades of criminalization are also facing unsafe working conditions, forgoing health benefits, and even being paid in product instead of wages.

In Washington state, workers have always fought for safe workplaces, good jobs, and the right to join together to negotiate a fair return on their work. Now, workers in our state's emerging cannabis industry are joining that fight as they work hard to legitimize and professionalize their industry — and to make these jobs good ones.

State lawmakers can ensure that this industry promotes and supports workers and our communities. **HB 2361/SB 6393** would establish licensing guidelines that promote and uphold strong standards in this industry. It would require that cannabis companies commit to:

- Living wages
- Health and safety plan with employee participation
- Health care coverage
- Retirement benefits
- Code of Conduct that includes a sexual harassment prevention policy and an anti-retaliation policy

- Community Engagement Program to collaborate with neighboring businesses and residents to address public safety or other concerns
- Social Equity Program establishing goals of diversity in ownership, management and employment



- Labor Peace Agreement committing the employer to remain neutral if employees consider unionization, or a collective bargaining agreement with employees
- Employee Support Programs such as profit sharing, child care, or tuition reimbursement
- Other programs, including environmental stewardship plans, security plans, employee training, and other employee training and support programs.

Under **HB 2361/SB 6393**, cannabis businesses would not be required to enact any of these policies, but would

instead have the flexibility to establish a combination of them sufficient to demonstrate a commitment to good jobs, safe workplaces, employee rights, social equity, and community engagement. Business owners could choose where to make these investments that make them better employers and community members.

The passage of HB 2361/SB 6393 will promote a safe, stable cannabis industry in Washington state. It will be good for workers, families, communities and our state's economy.