



INTERNATIONAL CANNABIS WORKERS CODE OF 2017

WWW.FSANDGREEN.ORG/CODE

- Cannabis workers shall assert our legal rights to form a trade union
- Workers in a union participate in negotiations over wages and benefits with an employer for a contract
- If cannabis workers assert our right to form a union, we should be ready for employer-generated confusion, coercion, intimidation and other anti-worker tactics to keep us from having an influential voice on the job
- Cannabis company owners and managers, government officials, and policy makers who recognize our legal rights to form a union and do not obstruct union campaigns shall be presented in such a way to create respect for cannabis employers and ethical supply chains
- In every cannabis workplace living wages shall triumph over low or stagnant wages. Cannabis workers and unions shall advocate for regular wage increases, routine promotions, protections against unfair discipline or firing, vacation hours, stability in scheduling, sick pay, and overtime and workers' compensation
- Occupational hazards that harm workers shall be eliminated. Problems of mold, powdery mildew ("green lung"), unsafe chemicals and excessive tetrahydrocannabinol on work surfaces shall be remedied
- Repetitive hand motions when trimming cannabis, and practices to clean, lubricate, sharpen and maintain tools shall be completed so as to not injure trimmers and other cultivation workers
- Personal protective equipment provided by employers such as non-latex gloves, hearing protection, respirators, eye wear and clothing shall be effectively used when handling cannabis and cannabis products
- Cannabis workers shall maintain wellness and reduce ergonomic injuries pertaining to lifting and moving containers, plants, dirt, pesticides and material in general. Individuals who sit and stand when trimming cannabis shall receive frequent breaks and rotate among jobs that use different muscle groups
- Cannabis workers and unions shall end wrongful terminations, wage disputes, harassment and workplace racial and gender discrimination
- Gender, race and class pay gaps exist in the cannabis sector and these gaps undermine any claims of ethical and sustainable cannabis production; cannabis workers shall challenge pay disparities and promote conditions to bring about a higher standard of living of cannabis workers
- Cannabis workers shall monitor and respond to cannabis industry professional groups and trade associations that lobby against minimum wage increases, living wage policies, and improvements in unemployment benefits and collective bargaining rights
- Cannabis workers shall support measures to deter cannabis industry interference in policies and laws designed to increase workplace protections and union rights
- Cannabis workers shall promote understanding of how cannabis industry interference in government pro-worker and pro-union policy making is an obstacle to healthy workplaces and employment rights
- Efforts to diversify the cannabis workforce and promote workplace gender and racial justice shall be viewed as legitimate only if those advocating for diversity do not exploit workers in their supply chains and do not retaliate against workers who engage in union activity
- Cannabis industry social and environmental responsibility schemes as well as cannabis philanthropic initiatives shall be supported only when cannabis companies involved in these efforts publicly demonstrate a good faith effort to support living wages, fair contracts, climate justice initiatives and union organizing campaigns as community engagement issues
- Organic and sustainable cannabis products truly exist when workers receive wage increases, job security and improved working conditions; workers shall not support claims of ethical and pesticide-free cannabis production when employers engage in anti-union intimidation campaigns
- Certified responsible worker training with continuing education credits about occupational safety, living wages, employment rights and sustainable cannabis cultivation practices shall be promoted to achieve dignified living and working conditions for cannabis workers
- Professional certificate programs in workplace protections as well as apprenticeship programs covering sustainable production practices may be funded through cannabis-related taxes and designed to improve the safety of cannabis workers and increase awareness of our rights to form a labor union

ACTION YOU CAN TAKE

Share your cannabis workplace experiences, Call 415 306 4754 or Email Marty.Otanez@ucdenver.edu

RESOURCES: Arcview Market Research. 2017. "The State of Legal Marijuana Markets, 5th edition;" Couch, James; Victory, Kerton; Lowe, Brian; Burton, Nancy; Green, Brett; Nayak, Ajay; Lemons, Angela; Beezhold, Donald. 2017. "Health hazard evaluation report: evaluation of potential hazards during harvesting and processing cannabis at an outdoor organic farm." U.S. Department of Health and Human Services, Public Health Service, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, 1-31; MacIver, Brian. 2017. "Cannabis Legalization World Map." Cannabis Business Times, 40-41; Marijuana Business Daily. 2017. "Marijuana Business Factbook 2017;" Marijuana Occupational Health and Safety Work Group. 2017. "Guide to Worker Safety and Health in the Marijuana Industry. Colorado Department of Public Health and Environment, 1-78; Schroyer, John. 2016. "OSHA intervention in the cannabis industry. Q and A with Jolene Donahue." Marijuana Business Daily, 3 February; United States Department of Labor. 2017. "Union Members Summary." Bureau of Labor Statistics, Washington, D.C.