

MEASURE NO. _____

**CANNABIS RETAILERS/PROCESSORS MUST REMAIN NEUTRAL
REGARDING COMMUNICATIONS TO THEIR EMPLOYEES FROM LABOR
ORGANIZATIONS; PENALTIES**

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Explanation

Ballot Measure __ requires cannabis retailers and processors, including certain cannabis-related laboratories or researchers, to have a labor peace agreement with a bona fide labor organization in order to obtain or renew a license to operate in Oregon. The agreement must provide that the cannabis business agrees to remain neutral when a labor organization communicates with employees of the cannabis business about collective bargaining rights. The measure directs the Oregon Liquor and Cannabis Commission (OLCC) to require the agreement in order for the OLCC to issue or renew a license or certification.

Currently:

- Federal law generally grants many employees the right to organize and collectively bargain.
- Federal law does not require businesses to remain neutral in their communications or have a labor peace agreement.
- In Oregon, cannabis businesses are not required to have a labor peace agreement with a labor organization nor remain neutral in communications about labor organizing and collective bargaining.
- Every cannabis retailer or processor is required to obtain a license from the OLCC before engaging in retailer or processor activity in Oregon, and to periodically renew the license. Certain laboratories that conduct cannabis related testing or research must obtain a license or certification from the OLCC to conduct business.

1 Under Ballot Measure __:

- 2 • Cannabis businesses seeking a license or certification from the
3 OLCC, including renewal, must submit a signed labor peace
4 agreement or attestation in order to obtain a license, certification, or
5 renewal.
- 6 • The labor peace agreement must be with a labor organization, as
7 defined under 29 U.S. Code Sec. 402 in the federal National Labor
8 Relations Act.
- 9 • The labor peace agreement must state, at a minimum, that the
10 cannabis business agrees to remain neutral when a labor
11 organization’s representatives communicate with the employees of
12 the cannabis business about collective bargaining rights.
- 13 • If a cannabis business does not submit a labor peace agreement, or
14 fails to abide by the terms of the agreement, the OLCC may deny an
15 application or renewal.
- 16 • If a labor peace agreement is terminated for any reason after the
17 issuance of a license or certification, the cannabis business must
18 notify the OLCC of the termination within 10 business days and
19 provide evidence of entering a new labor peace agreement within 30
20 days. If the cannabis business fails to do so within the specified
21 deadline, the OLCC must impose penalties or fines that increase in
22 severity up to and including revocation of a license or certification after
23 120 days past the deadline.

24 Ballot Measure __ applies to applications or renewals for cannabis licenses
25 and certifications that are received by the OLCC on or after December 5, 2024.