

# UFCW Cannabis Policy Outline Draft – Adds sections to Seattle Municipal Code Section 14

January 13, 2022

# Vacates/Expunges Cannabis Record

- The City is already working on this, but this accelerates and prioritizes this work while also encouraging the City and County to partner on making automatic expungement a reality.
  - This has been done in major cities up and down the coast and in NY state already.
- Encourages the city and county to partner with experienced non-profits that have helped other cities move this process (like Code for America).

# Cannabis Equity Tax

- 0.25\$ (quarter dollar) on flower; \$2.00 per half gram of high potency concentrates, .01\$ (penny) per 1 mg of THC in other products.
- Exempts medical patients and topicals.
- Raises approximately \$5 million annually based on 2020 cannabis sales rates.

# Cannabis Equity Tax Funds the Following

- 70% of fund goes to the following for the first two years, then 85% of the fund goes to these programs thereafter:
  - Safety training and workforce development training for cannabis workers.
  - Cannabis Equity Fund
  - Cannabis Equity Commission.
- City's cost in implementing the tax (up to 30% of fund goes to City general fund first 2 years, up to 15% of fund goes to City general fund thereafter).

# Cannabis Equity Commission Responsibilities

Based loosely on legislation that established Seattle's GND commission.

- 15 total seats. Members may request a \$75/hr stipend. 5 members from CBO's or groups that represent communities harmed by the failed War on Drugs, 5 cannabis workers or worker reps, 3 cannabis business owners, 2 workforce development representatives.
- Run a community-centered process to distribute the Cannabis Equity Fund prioritizing the needs of those most impacted by the failed War on Drugs, including the resulting criminalization, incarceration, poverty, income inequality, and barriers to employment, housing, public services, and education.
- Provide proposals for the design of new policies, programs, and projects and modifications to existing policies, programs, and projects, to the Mayor, City council, and city departments that advance cannabis equity, correct the harms of the failed War on Drugs, and further cannabis workforce development in the City of Seattle

# Cannabis Equity Fund

- Cannabis Equity Fund prioritizes the needs of those most impacted by the failed War on Drugs, including the resulting criminalization, incarceration, poverty, income inequality, and barriers to employment, housing, public services, and education.
- Allocated by the Cannabis Equity Commission, staffed by FAS.

# Training and workforce development

- Safety and compliance training provided to new employees and applicants meeting **Equity Criteria**.
- Business management and ownership training for employees with 36 months in industry or meeting **Equity Criteria**.
- Costs to employers reimbursed if small business or meets **Equity Criteria**.
- Training provided by qualified Training Partnership.

# Workforce Equity Requirements

- Every cannabis business shall make good faith effort to ensure that 50% of business hours worked by Equity Resident Worker. ("worker living within an economically distressed area," defined as zip code having 2 of the 3 of the following: high concentration of individuals living below 200% of poverty level, unemployed, or without college degree compared with other zip codes)
- Shall guarantee that 10% of hours worked by Social Equity Worker (has a "Washington Cannabis Arrest or Conviction", or has otherwise demonstrated impact by the failed War on Drugs including an immediate family member (parent, sibling, spouse or child) who has a Washington Cannabis Arrest or Conviction.")
- **Q: Is this right?**



# Protect cannabis workers / enforcement

- Protects jobs when businesses change hands.
- Creates employer transparency to allow enforcement of worker rights.
- Enforcement patterned on other Seattle worker protection laws.