



February 13, 2020

Dear Democratic Caucus Members,

The California Cannabis Industry Association (CCIA) would like to address statements regarding our position on labor unions and a recently published white paper by CCIA's Human Resources Committee. I am deeply dismayed and apologize that our recent educational paper was seen as anti-union.

The intent of the white paper was to educate cannabis operators on the process of engagement in labor peace agreements and familiarize operators with the organizing process. We did not intend for this document to be anti-union and have since retracted the white paper. This white paper does not reflect priorities in our legislative platform, nor our guiding policies. The moment CCIA was notified of labor's concerns, we immediately removed this document from our website.

Our association fully understands that the promises made to all stakeholders in Proposition 64 have fallen short. After two years of legalization cannabis operators across the state continue to struggle in a difficult and ever-changing operating environment that has led to many frustrations. As such, our organization has been working on programs that have been focused on keeping our members legally operational. In an attempt to help address our members on a complicated matter we created a white paper that contained inaccuracies and should not have been disseminated.

We share many common goals with organized labor, including the desire to develop an economically stable cannabis industry that provides jobs with living wages, benefits, and exemplary working conditions. We are acutely aware that we cannot achieve these goals without partnering with labor and are working to strengthen our relationship with labor unions going forward.

The survival of the regulated market necessitates a strong partnership between all stakeholders including industry and labor.

Sincerely,

Lindsay Robinson  
Executive Director