

**Press Release: After a year long fight UFCW 5 and Have-a-Heart reach a settlement, which includes a $75,000 back pay settlement and union recongnition**

After months of fighting union recognition, Have-a-Heart 5LLC, Harvest, and High Times holdings reach a settlement with UFCW 5 that recognizes cannabis workers union contract at two Have-a-Heart dispensary locations in Oakland and Santa Cruz, and includes a $75,000 back pay settlement for workers who originally missed out on union raises that were due in January 2020.

In January 2020 UFCW 5 and Have-a-Heart reached a contract settlement, but soon after the original owners of Have-a-Heart had sold their interest in Have-a-Heart’s interest in California to Harvest Health, not three months later, Harvest sold the California Have-a-Heart to High Times Holdings LLC. Each entity had refused to recognize the original collective bargaining agreement reach prior to the sale, UFCW 5 had filed charges with the National Labor Relations Board in April of 2020. After months of negotiation a mediated settlement was reached in November of 2020.

“This was a hard-fought settlement. Even though there were less than fifty workers involved, it was important to show the cannabis industry, even if you sell your company, if there is a union contract you must recognize it.” Said Jim Araby, Director of Strategic Campaigns for UFCW 5.

“While I no longer work at Have-a-Heart, I appreciate the union going to bat for workers and making sure that cannabis companies, whether large or small, understand that you can’t walk away from deals made that protect workers and ensure that there is pay equity and benefits offered to cannabis workers along with protecting their voice.” Said Rafael Guevera, former worker at Have-a-Heart Oakland.

UFCW 5 represents hundreds of cannabis workers across the San Francisco Bay area and is one of the fastest growing unions of cannabis workers in the country. The local union is a part of the United Food and Commercial Workers International Union, which represents more than 10,000 workers in the cannabis industry nationwide.

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