STATE EMPLOYMENT LAWS

Presentation on “Overview of the Employment Laws of the State of California”

By Ed Blanco, Agricultural Labor Relations Board
BOP UPDATE

• Total Approved BOPs: 249
  • Cultivation – 88
  • Manufacturing –26
  • Storefront – 30
  • Delivery-only -57
  • Testing –4
  • Distribution - 39
  • Microbusinesses - 5
STATE-RELATED UPDATES

- Upcoming merger of BCC, CDFA (cannabis) and CDPH (cannabis) into a unified state licensing agency.
- All cannabis businesses will be under one single regulatory agency, instead of three.
- Will resolve the overlap/conflicts in interpretations of regulations and hopefully streamline state permitting
STATE-RELATED UPDATES

- **Proposed:** State grants to local jurisdictions to help transition provisional licenses to annual licenses and new state-wide Deputy Director of Equity and Inclusion
  - Provisional licenses program to sunset January 2022
  - City of Sacramento may be eligible for up to $5.7 million in grants
STATE-RELATED UPDATES

➢ BCC says authorization for storefront dispensary curbside pickup (part of COVID emergency relief) to continue past 6/15/21 on case-by-case basis.
POLICY UPDATE

- Planning to do presentation on D2 over concentration issues at CORE Stakeholder Meeting
  - 6/17/21 at 4 pm
- Cannabis Uses in D2 (Planning & Design Commission)
  - 6/24/21 at 5:30 pm
POLICY UPDATE

- Proposed Title 5 Cleanup
  - Purpose: Policy and technical amendments to the Code to create consistency with State law, remove sections that are obsolete, provide clarity and uniformity across different permit types and promote a more efficient regulatory and licensing process
  - Target to L&L – Summer 2021
POLICY UPDATE

- Summary of proposed amendments to Title 5:
  - Codify security conditions currently on all BOPs, including specific security plan requirements and location safety measures for each business type
  - Interested parties:
    - Delete delivery and distribution drivers from definition
    - Add definition for employee managers
POLICY UPDATE

➤ **Summary of proposed amendments (cont.):**
  ➤ Vehicle age, product limit for delivery
  ➤ Void applications inactive for 180 days
  ➤ Streamlining of required documentation for renewals
BOP RENEWAL PAYMENT PLAN

- Temporary Covid-related relief allowing cannabis businesses to split their payments into four installments
- Will no longer be available to those whose BOP renewal dates begin 10/1/21 or later
SECURITY MEASURES FOR DELIVERY

- Surge of robberies of cannabis deliveries in last 2-3 weeks, using stolen identifications and pre-paid cell phones.
- Cannabis delivery operators should be diligent in adhering to customer identification procedures and delivery protocols.
- Orders to non-confirmed customer addresses should prompt additional identity confirmation.
Ordinance: Electrification of New Buildings
- By Jennifer Venema
  Interim Climate Action Lead, City of Sacramento
ANNOUNCEMENTS: Cal-OSHA 30

- Employers with two or more employees must ensure one supervisor and one employee have successfully completed a Cal/OSHA 30-hour general industry outreach training course by a provider that is authorized by an OSHA Training Institute (OTI) Education Center. (Bus & Prof 26051.5)
  - [https://www.dir.ca.gov/dosh/cannabis-industry-health-and-safety.html](https://www.dir.ca.gov/dosh/cannabis-industry-health-and-safety.html)
ANNOUNCEMENTS: Cal-OSHA 30

- Safety Center Incorporated is offering Cal-OSHA 30 certification with live Instructor-led training
- Ph #: 916-462-2401
- https://safetycenter.org/events/cal-osha-30-for-general-industry-cannabis/
ANNOUNCEMENTS: Cal-OSHA 30

- Partnership between Sacramento Valley Manufacturing Alliance and Charles Jones Career & Education Center
- Classes include:
  - 1 day forklift training
  - 1 week OSHA 30 training
  - 2 week electro-mechanical assembly (Including OSHA 10)
  - 5 week/90 hour manufacturing pre-apprenticeship program.

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