



Service Disabled Veterans in Cannabis Association

February 27, 2023

Honorable Representatives of the House Business and Labor Committee
Oregon State Legislature
State Capitol
Salem OR 97310

Re: HB 3183

Dear Chair Holvey, Vice-Chair Elmer, Vice-Chair Sosa and Members,

This letter serves to introduce the 501(c)(4) **Service-Disabled Veterans in Cannabis Association (SDVICA)** to the Oregon State Legislature. SDVICA is a not-for-profit organization created by and consisting of Service-Disabled Veterans whose mission is to advocate for Service-Disabled Veterans in cannabis including priority for licensing, seats on regulatory bodies, and workforce development.

The SDVICA is in favor of and supports the passing of HB 3183, as Labor Peace Agreements can be a positive tool to help address the disproportionate impact that prohibition and the War on Drugs has had on communities of color and economically disadvantaged areas. Labor peace agreements are an effective way to ensure that the cannabis industry creates jobs that are family sustaining and achieve the diversity and safety goals of the industry brought on by cannabis legalization.

As an employer, it is imperative to negotiate LPAs that suit your business. Because as an employer, it is important to be committed to the community and integrity of the industry. Some examples of employer and union negotiations that have been successful for other states include:

- Consideration of small business that may not be able to afford to pay high union fees/costs (such as benefits and wages). However, a company can negotiate to pay increased wages & benefits as it hires more employees. By creating a series of “triggers,” negotiations can be devised between the employer and the union to allow the company labor costs to grow with the company’s revenue.
- “Employee caps” where LPA’s do not pertain to a company that has less than 10 employees
- Length of term(s) of LPAs (i.e., 2-year contracts instead of 3 years)
- Requirements for the union to provide a minimum of 48-hour notices prior to coming to a business / cultivation site
- Omitting employees that are not part of the cannabis operations (i.e., a farm that has produce workers and cannabis workers, does not have to be concerned with the union talking to their none-cannabis employees)
- Excluding seasonal employees from being part of the union. (i.e., a contractor, employee, etc. that works 60-days or less in a calendar year and is considered a seasonal employee)

Labor peace agreements can also help address the existing disparities in the cannabis industry by providing equal opportunities for Disabled Veterans, women, minorities, LGBTQ individuals, Veterans, and for persons from communities that have been disproportionately impacted to own a cannabis business or to have living wage jobs within the industry. A Labor Peace Agreement only guarantees access to representation ensures that a broad range of workers can benefit from the fledgling cannabis industry, especially for workers from communities that have been disproportionately impacted by cannabis prohibition in the past.

Thank you for your time and consideration of the public comments of the Service-Disabled Veterans in Cannabis Association, we look forward to continuing a productive and informed dialogue with the Oregon State Legislature to ensure the fair and equitable roll out of the cannabis industry and its social and economic equity efforts.

Very Respectfully,

Service-Disabled Veterans in Cannabis Association

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