

Addressing Sexual Harassment in the Cannabis Industry

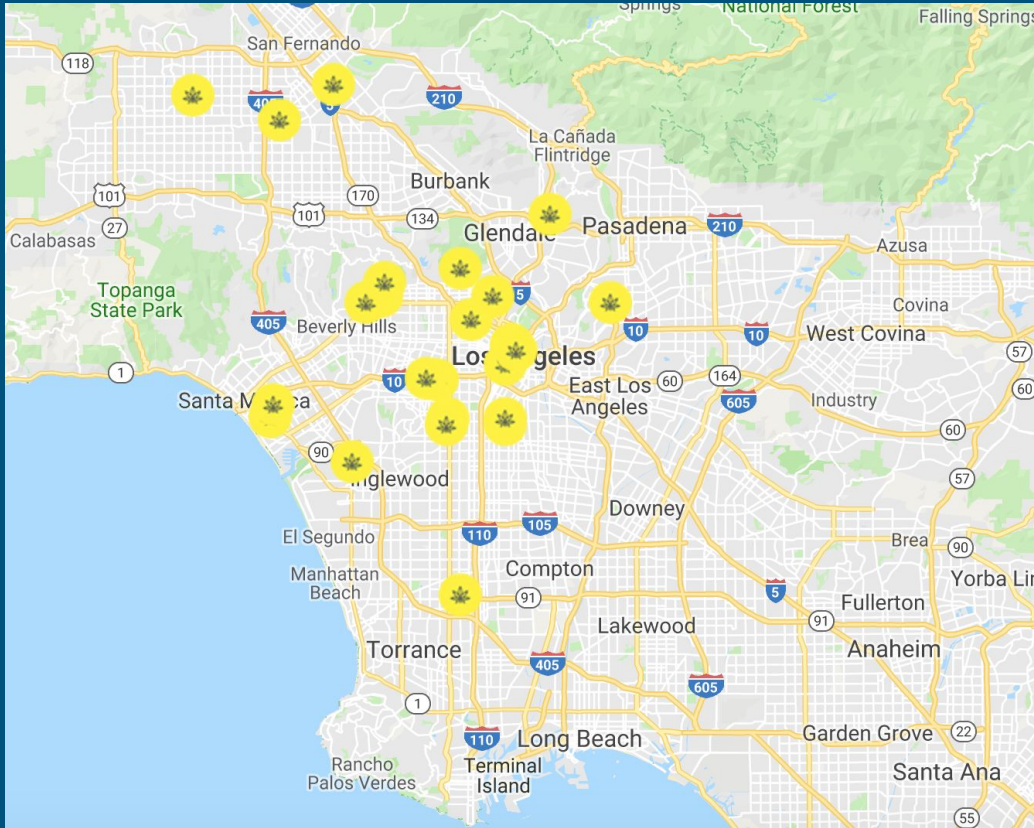
United Food and Commercial Workers Union
Local 770
Mason Wolf
Rosario Majano

Background on the Cannabis Industry

- ❖ 1996 - California's Compassionate Use Act
- ❖ 2016 - California's Medicinal and Adult-Use Cannabis Regulation and Safety Act (MAUCRSA) or Prop 64



United Food and Commercial Workers Union



Map of Unionized Dispensaries in LA County



Wonderland
Downtown
Los Angeles



MedMen
Downtown
Los Angeles



Hazard - Sexual Harassment

Survey: Cannabis Industry Not Immune to Sexual Harassment

CRIMINAL JUSTICE

In secretive marijuana industry, whispers of abuse and trafficking

By [Shoshana Walter](#) / September 8, 2016

Marc Emery's #MeToo Moment: The Dark Side of Cannabis Culture

Dan Bilzerian's Weed Company Is Keeping Sexist Cannabis Ads Alive

Methods

Occupational Health Study in the Cannabis Industry

UFCW 770 and the Occupational Health Internship Program

We invite you to participate:

UFCW 770 and the UCLA Occupational Health Internship Program are conducting a research study to investigate workplace violence and gender issues in the cannabis industry. This study will involve answering a short, anonymous survey that takes about 5 minutes to fill out.

In order to take the survey, please scan the QR code using your phone's camera. You do not have to be a union member to participate in this study.



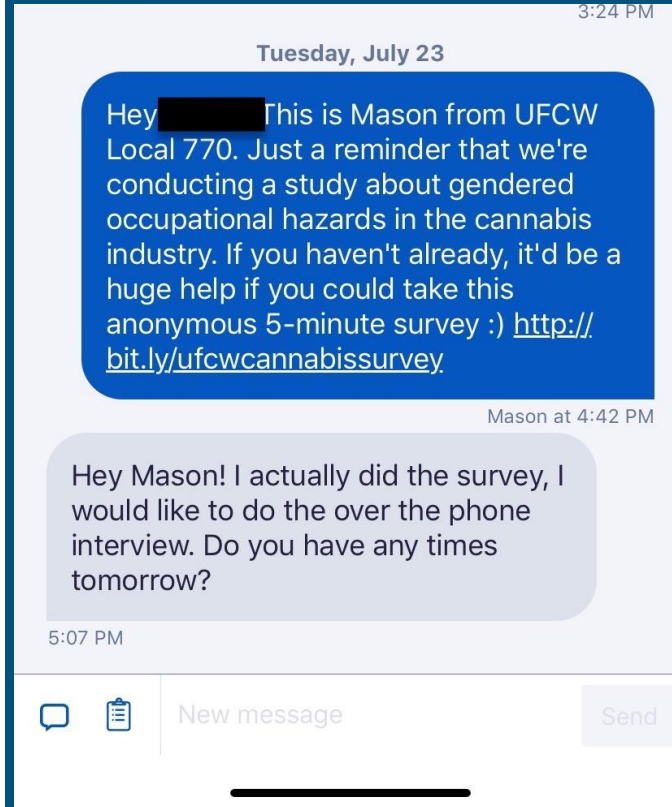
Survey participants are also invited to partake in an in-depth anonymous interview, either in person or over the phone, to better inform our research. Individuals who participate in the optional interview will be compensated with a \$15 dollar gift card.

To participate in an interview, or if you have any questions, please reach out to Jess Steever at jess.steever@ufcw770.org or (213) 880-1555.



Recruitment flyer to participate in our project

Sample text message through Hustle Application



Methods

UFCW Local 770 Workplace Survey for Cannabis Workers Interview Questions

Definition for workplace violence: Incidents where staff members are abused, threatened or assaulted under circumstances related to their work, involving an explicit or implicit challenge to their safety, well-being or health.

Definition of sexual harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (c) such conduct has the purpose or effect unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive work environment.

1. Can you describe your general work day at the dispensary you are employed in?
 - a. What are your typical tasks or responsibilities?
 - b. What interactions with customers, management, etc. do you typically have?
2. How long have you been a member of UFCW?
 - a. Have you previously worked in a dispensary that was not unionized?
3. How would you describe your workplace culture?
4. How would you describe the relationship between you and your employer?
 - a. How long have you known/been working with them?
 - b. Do you feel comfortable to speak directly to management about sensitive topics

Interview Questions for Dispensary Workers

Findings

Survey

- ❖ 45% would like more support in addressing sexual harassment and discrimination
- ❖ 45% believe that sexual harassment is common in their workplace
- ❖ 50% witnessed a co-worker experience sexual harassment

Interviews

- ❖ Harassment experienced by workers is not always taken seriously by supervisors and Human Resources
- ❖ Many workers felt that the union has offered accountability to addressing this issue

Successes



Group Photo After a Delegation in Ventura

Grocery Workers' Campaign



Santa Barbara Rally for Grocery Workers

Give Back Product

- ❖ Poster(s) that can be placed in the workplace
- ❖ Easily dispersed and visible at worksite
- ❖ Focuses on how to address sexual harassment in the workplace
 - What are your rights
 - Who to go to
 - Coping mechanisms
 - When and how to involve the union



Personal Reflections

Mason Wolf



Los Angeles Rally for Grocery Workers

Rosario I. Majano



Studio City, LA Rally for Grocery Workers

Acknowledgements

Experts in the Field

Jess Steever - Union Representative, UFCW Local 770

Erik Ramos - Organizer, UFCW Local 770

Kevin Hom - Organizer, UFCW Local 770

Belinda Thielen - Occupational Safety and Health Professional

Advisors

Kevin Riley - UCLA LOSH Director of Research and Evaluation

Jackie Cornejo - Senior Campaign Coordinator, UFCW Local 770

Sponsors and Hosts

United Food and Commercial Workers Local 770

National Institute of Occupational Safety and Health

Association of Occupational and Environmental Clinics