



Health and Safety for Cannabis Delivery Drivers

United Food and Commercial Workers (UFCW)

San Francisco Bay Area

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Kentucky)

NUG

Store Location/min	# of Employees	# of Cards	Leaders
San Leandro + backlender - Inventory - Leads -	33	21	Noel + Ashley
Oakland +	15-20 jobs		Nike
El Cerrito +	20		

SF Leaders
Shannon
Key Key
Rosakinda
Alex
Dawn

Hometown Heart + SF

Leader (1)	Supporter (2)	Undecided (3)	Anti (4)	NLE (5)	No Contact (6)
6	60	14	7	26	8

Total # of Employees: 89

Card goal: 70
where we are → 66

Royal Gold

Dept.	# REG	# of Cards vs. spoken	Leads
Shipping	7	2/1	
QC/Case	7		
Production	16	0/8	Ethan Tanya Caroline
Loader	8	0/4	
Maintenance	4	0/1	
Grounds	2		



Background

- 🌿 The only union representing cannabis workers in California
- 🌿 Cannabis Workers Rising Campaign
 - 🌿 First unionized dispensaries
- 🌿 Represents 10,000+ workers in various components of the industry
- 🌿 Currently working to unionize retail non-storefront workers

Background *cont.*

Past identified cannabis industry hazards (cultivation and manufacturing)

- ☛ Chemical exposures
 - ☙ Butane, carbon dioxide, pesticides, indoor air quality
- ☛ Biological exposures
 - ☙ Mold, fungi, infectious diseases, sensitizers/allergens
- ☛ Physical exposures
 - ☙ Ergonomic issues, noise, ultraviolet light

Cannabis Delivery Drivers

- ☛ In 2014, San Francisco, CA, became the first city to legalize online cannabis delivery
 - ☙ Launch of Eaze - first ever online delivery platform
- ☛ Two methods: Dynamic and batch





Objectives

- 🌿 Identify the health and safety risks for delivery drivers
- 🌿 Provide recommendation on how to improve the working conditions of delivery drivers
- 🌿 Provide research to develop Cal/OSHA 30-hour general industry training to include considerations for delivery drivers OSH
- 🌿 Develop a give back product for cannabis delivery drivers



Methods

- 🌿 Literature review
- 🌿 Interviews
- 🌿 Health and safety survey
- 🌿 Work site visits





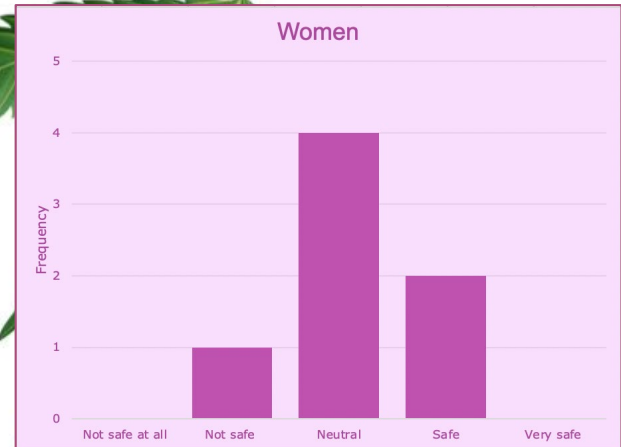
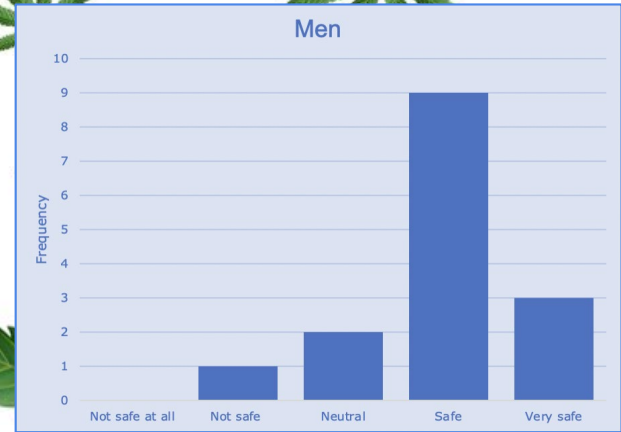
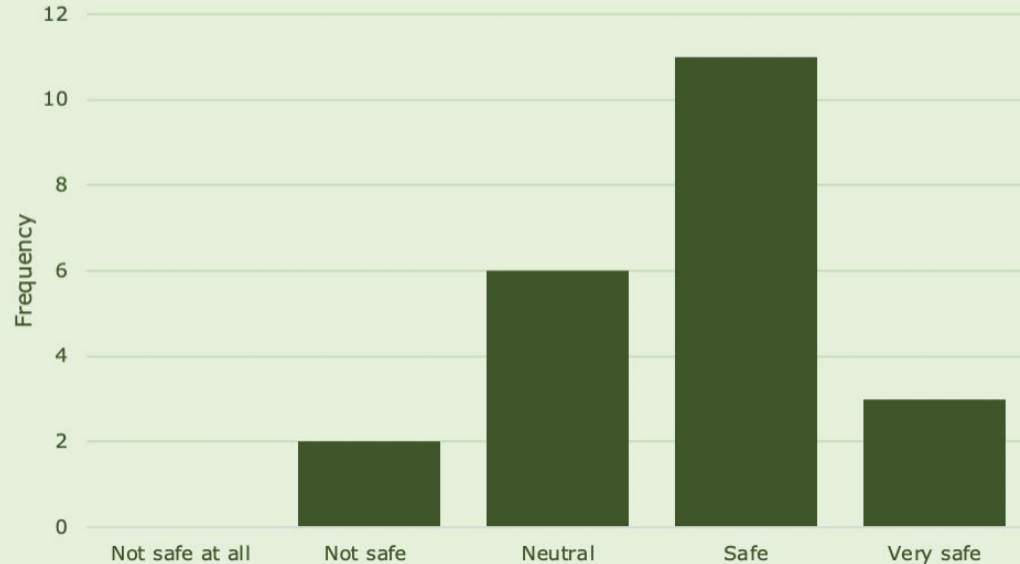
Results

Hazards faced by Cannabis Delivery Drivers

- 🌿 Safety hazards
 - 🌿 Robberies/violence, car accidents, security
- 🌿 Ergonomic exposures
 - 🌿 Sitting for long periods of time
- 🌿 Psychosocial exposures
 - 🌿 Stress
- 🌿 Work organization hazards
 - 🌿 Lack of communication and respect

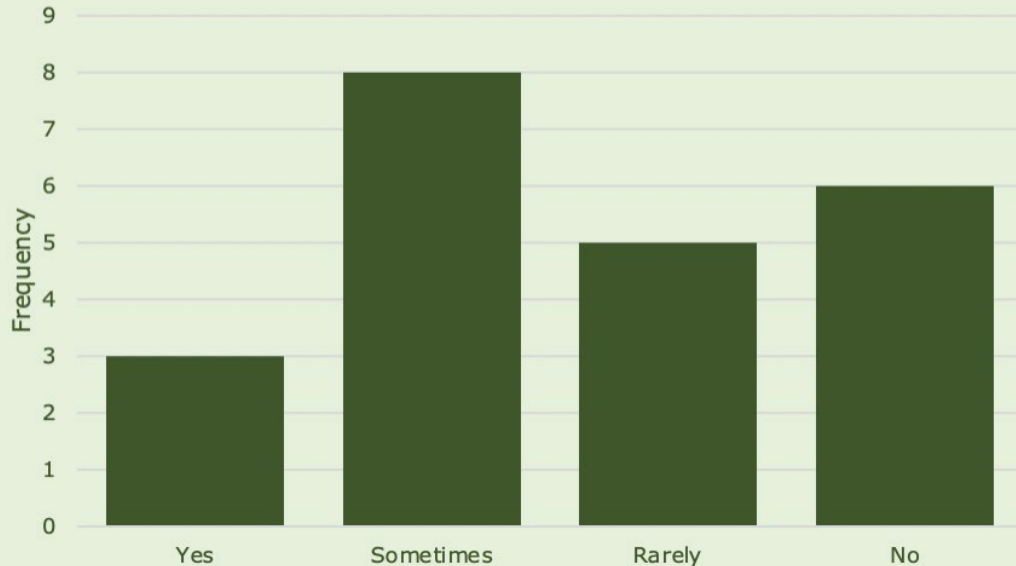
Results

How safe do you generally feel while doing your job?

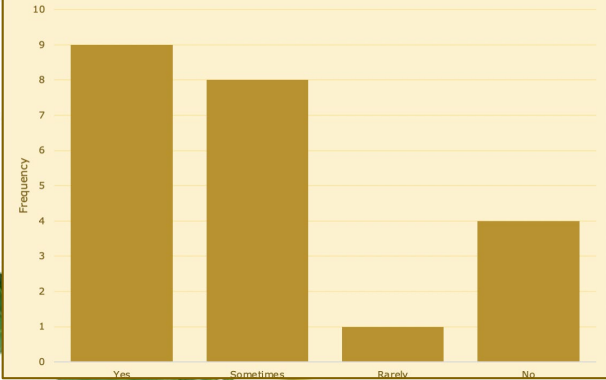


Results

Would you say your job in general is stressful?



Would you say the car maintenance aspect of your job is stressful?



"I suffered an aneurysm on the job and I had a craniotomy, I had brain surgery, and I'm absolutely convinced that some of the aspects of the job - the stress, the hyper vigilance, just being on high alert all the time played a part, you know?"

-Delivery Driver

Results

Does your depot currently have an armed security guard?



■ Yes ■ No

Did your depot used to have an armed security guard?



■ Yes ■ No

Would you feel safer if your depot did have an armed security guard?

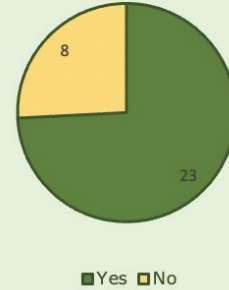


■ Yes ■ No

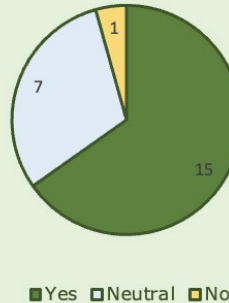
Results



Would you say the bags that the products are delivered in are colorful and/or eye-catching?



Would you feel safer if the product bags were discreet?





Give Back Product



KNOW YOUR RIGHTS

SAFETY TIPS

QUOTES FROM DRIVERS

YOUR SAFETY ALWAYS COMES FIRST!



RESOURCES

Google Scholar

cannabis delivery drivers health and safety

About 24,200 results (0.11 sec)

Articles

Any time

Since 2022

Since 2021

Since 2018

Custom range...

Sort by relevance

Sort by date

Any type

Review articles

☐ Include patents

☒ Include citations

☒ Create alert

An overview of health and safety in the Colorado cannabis industry
 KM Walters, GG Fisher, L Tenney - American journal of ..., 2018 - Wiley Online Library
 ... cannabis industry workforce and both physical and psychosocial hazards to worker health and safety ... and related tests of sobriety among drivers are ambiguous in the current research ...
 ☆ Save 99 Cite Cited by 16 Related articles All 6 versions [PDF] wiley.com

Driving under the influence of cannabis: an increasing public health concern
 JG Ramaekers - Jama, 2018 - jamanetwork.com
 ... than 188 000) but does underscore the importance of developing evidence-based policy and legislation to counteract the safety risks posed by driving under the influence of cannabis ...
 ☆ Save 99 Cite Cited by 51 Related articles All 13 versions [HTML] jamanetwork.com

Cannabis and driving ability
 EL Seivigny - Current opinion in psychology, 2021 - Elsevier
 ... Developing coherent public policies on safe driving after cannabis ... cannabis on driving ability confirms that THC significantly impairs certain neurobehavioral competencies and driving ...
 ☆ Save 99 Cite Cited by 9 Related articles All 10 versions [HTML] sciencedirect.com

Drivers of purchase decisions for cannabis products among consumers in a legalized market: a qualitative study
 J Donnan, O Shogan, L Bishop, M Najafizadeh - BMC Public Health, ...
 ... sales in Canada to ensure that the public can access safe, good quality cannabis products that also meets consumer needs. Consumer choices can be influenced by ...
 ☆ Save 99 Cite Related articles All 10 versions [HTML] springer.com

Driving performance and cannabis users' perceptual-motor skills: a clinical trial
 TD Marston, A Underwood, D J Condon, EG Smeaton, ... 2022 ...
 ...
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Challenges



Lack of research about cannabis industry



COVID



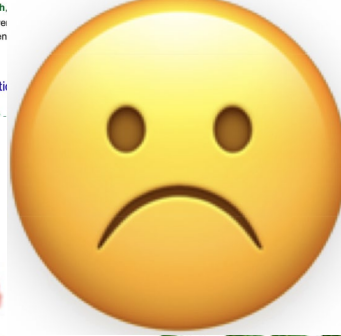
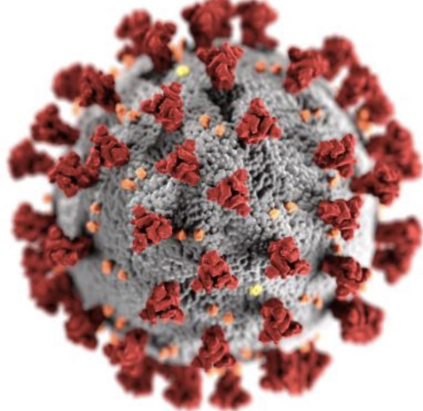
Not being able to attend Cal/OSHA 30-hour training



Limited access to union and workers



Biased sample



T
A
S
H

TAKING
ACTION for
SAFETY and
HEALTH

CERTIFICATE OF COMPLETION

presented to
Alicia Eskridge

for completing the
Taking Action for Safety and Health
Training Program for Small Businesses

June 21, 2022
3-Hour Online Course

Monique Hosein

Monique Hosein, DrPH, Program Coordinator
Labor Occupational Health Program
University of California, Berkeley

LOHP

LABOR OCCUPATIONAL HEALTH PROGRAM
UNIVERSITY OF CALIFORNIA, BERKELEY

T
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TAKING
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CERTIFICATE OF COMPLETION

presented to
Sydney Shafer

for completing the
Taking Action for Safety and Health
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June 21, 2022
3-Hour Online Course

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Monique Hosein, DrPH, Program Coordinator
Labor Occupational Health Program
University of California, Berkeley

LOHP

LABOR OCCUPATIONAL HEALTH PROGRAM
UNIVERSITY OF CALIFORNIA, BERKELEY

Successes

- Sample size
 - Interviewed 14 workers
 - 22 survey responses
- Engagement with workers in industry was pleasant and they were very supportive of our project
- Completed 3-hour training program for taking action for safety and health for small businesses



Recommendations

Employer/Industry

- ♣ More accountability
 - 🌿 Assist with car maintenance and parking fees
 - 🌿 Stronger communication with and appreciation of drivers
- ♣ Provide safety training and ride-alongs for new hires
- ♣ Armed security guards

Software

- ♣ Develop feature that checks authenticity of customer's address and identity
- ♣ Add a pop-up when customer confirms order to ensure they entered their address correctly

Cal/OSHA 30-hour Training

- ♣ Include language that considers drivers unique work environment



Personal Reflections

- 🌿 Learned a lot about health and safety for the whole cannabis industry
- 🌿 You truly never know what to expect
- 🌿 Always be kind
- 🌿 Excited to see where cannabis research goes as the industry continues to grow!



Acknowledgements

- ☙ United Food and Commercial Workers Union
 - ☙ Sara Miles
 - ☙ Kristin Hiedelbach
 - ☙ Belinda Thielen
- ☙ Local 5
 - ☙ Bambi Marien
 - ☙ John Gomez
 - ☙ Nathan Williams
- ☙ Labor Occupational Health Program at UC Berkeley
 - ☙ Yasin Khan
 - ☙ Laura Stock

The background of the slide is a repeating pattern of green cannabis leaves with serrated edges and prominent veins, set against a white background. The leaves are scattered across the entire frame, some fully visible and others partially cut off by the edges. A thin black rectangular border frames the central text area.

Thank you!