

San Francisco Cannabis State Legalization Task Force – Year II
Social Justice Task Force Recommendations

Workforce Development

Strategies	<ol style="list-style-type: none"> 1. San Francisco should ensure existing workforce protections are extended to the cannabis industry, including the following: <ol style="list-style-type: none"> a) Regulations regarding the employment of contractors and employees (e.g., per IRS and City guidelines) b) Ensure that employees receive a living wage, have safe workforce conditions, and receive benefits for which they are eligible (e.g., worker’s compensation, SSDI) c) Provide information on City and County grievance processes, and ensure that employees in the cannabis industry are educated on their workforce rights and responsibilities. 2. To ensure equitable employment opportunities, San Francisco should create employment pathways and ensure protections for people to be hired within the licensed cannabis industry who were convicted as a result of working in the unlicensed industry. Such strategies would necessarily include: <ol style="list-style-type: none"> a) Educate employees and employers about San Francisco’s Fair Chance Ordinance and work within existing city pathways to encourage the hiring of employees with a prior criminal record b) Providing employer financial incentives for hiring impacted populations (e.g., fee discounts and tax breaks, e.g. Enterprise zone tax credit, payroll/gross receipt tax) c) The Office of Cannabis should provide a current and comprehensive list of resources for businesses of varying sizes (e.g., small, medium, and large) to achieve social justice workforce hiring objectives. d) Investing in outreach for recruiting industry employees and workforce development to provide education and training activities for the cannabis workforce (e.g., business development, job fairs, networking opportunities). e) Incentivize employer recruitment from re-entry programs. f) Employers engage with the adult probation department, San Francisco re-entry council, other re-entry diversion programs, and the community at large to ensure that jobs in the cannabis industry are accessible.
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| | <ul style="list-style-type: none">g) Require that some portion (e.g. 25%) of the employees of licensing applicants that have a certain total number of employees (e.g. 15 and above) have a conviction history.h) To meet the mandate for equity employees, existing employees should only be replaced through attrition and not fired in order to meet the mandate.i) Cannabis industry employers should be exempt from screening employees from testing positive for cannabis in drug tests. |
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Business Ownership

Strategies	<ol style="list-style-type: none"> 1. Equity incubators should qualify for equity permits. 2. San Francisco should support equity applicants by providing the following forms of technical assistance: <ol style="list-style-type: none"> a) Add a navigator role to city staff to provide business navigation services, as the Entertainment Commission currently does. b) To provide startup capital, the City should establish a zero-interest revolving loan fund for equity applicants.
Social Justice Revenue Allocation	<ol style="list-style-type: none"> 3. To support business ownership and entrepreneurship initiatives, San Francisco should allocate cannabis tax revenue from any future local taxes and cannabis funds received from the State towards:* <ul style="list-style-type: none"> • Education and student expenses • Community College of San Francisco programs and workshops • Loans for equity and cannabis businesses • Nonprofits providing education • Expand cannabis workforce development opportunities 4. Stakeholders who should be involved in the process of making funding allocation decisions include nonprofits, educational facilities, and city agencies, e.g., OEWD and Office of Small Business.
Data Collection	<ol style="list-style-type: none"> 5. The City should provide funding to develop evaluation efforts, in consultation with subject matter experts, that document progress towards achieving equity goals

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