

1 [Police Code - Agreements Between Cannabis Businesses and Labor Organizations - Hiring
2 Graduates of Apprenticeship and Pre-Apprenticeship Programs]

3 **Ordinance amending the Police Code to require Cannabis Businesses, when entering**
4 **into a City-mandated Labor Peace Agreement or collective bargaining agreement, to**
5 **also agree that 35% of new hires shall be graduates of State-approved apprenticeship**
6 **programs or of City-certified pre-apprenticeship programs, if a relevant program of**
7 **either type exists.**

8 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.
10 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
11 **Board amendment additions** are in double-underlined Arial font.
12 **Board amendment deletions** are in ~~strikethrough Arial font~~.
13 **Asterisks (* * * *)** indicate the omission of unchanged Code
14 subsections or parts of tables.

15 Be it ordained by the People of the City and County of San Francisco:

16 Section 1. The Police Code is hereby amended by revising Sections 1609 and 1618,
17 to read as follows:

18 **SEC. 1609. PERMIT APPLICATIONS.**

19 * * * *

20 (b) **Information Required of All Applicants for Cannabis Business Permits.** The
21 application form for all Cannabis Business Permit Applicants shall require the Applicant to
22 provide the following information and documentation:

23 * * * *

24 (12) For Applicants with 10 or more employees, each Applicant must agree
25 that, as a condition of any permit awarded under this Article 16, the Applicant will enter into,
and abide by the terms of, either of the following prior to the award of such a permit:

- 1 (A) A Labor Peace Agreement; or,
2 (B) A collective bargaining agreement with a Bona Fide Labor
3 Organization.

4 To encourage the existence of a stable, well-trained workforce in the cannabis industry, as part
5 of any Labor Peace Agreement or collective bargaining agreement made pursuant to this subsection
6 (b)(12), the Cannabis Business shall agree that 35% of its new hires shall be graduates of
7 apprenticeship programs approved by the State or of pre-apprenticeship programs certified by the City,
8 if, for the type of Cannabis Business in question (as set forth in Section 1607) there exists a relevant
9 State-approved apprenticeship program or City-certified pre-apprenticeship program, and if graduates
10 of any such apprenticeship or pre-apprenticeship program are seeking employment in sufficient
11 numbers to satisfy 35% of the Cannabis Business's new hiring needs. The Labor Peace Agreement or
12 collective bargaining agreement shall further provide that, if graduates of any such apprenticeship or
13 pre-apprenticeship program are not seeking employment in sufficient numbers to satisfy 35% of the
14 Cannabis Business's new hiring needs, then the Cannabis Business shall hire such graduates to the
15 extent feasible.

16 For purposes of this subsection, the Office of Economic and Workforce Development shall have
17 the power to establish standards governing pre-apprenticeship programs, and shall be responsible for
18 certifying, on behalf of the City, pre-apprenticeship programs that meet those standards. To facilitate
19 compliance with this subsection, the Office of Economic and Workforce Development shall maintain
20 and publicize a list of State-approved apprenticeship programs and City-certified pre-apprenticeship
21 programs relevant to Cannabis Businesses. This list shall specify types of Cannabis Businesses (as set
22 forth in Section 1607) to which each such program is relevant.

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2 **SEC. 1618. ELIGIBILITY AND OPERATING STANDARDS APPLICABLE TO ALL**
3 **CANNABIS BUSINESSES.**

4 * * * *

5 (ff) Every Cannabis Business shall ensure that at least 50% of all Business Work
6 Hours are performed by Local Residents, ~~provided, however, that until December 31, 2018, unless~~
7 one of the following exceptions applies:

8 (1) ___ Cannabis Businesses that previously held a Medical Cannabis
9 Dispensary permit under Article 33 of the Health Code shall ensure that at least 35% of all
10 Business Work Hours are performed by Local Residents. This exception shall expire by
11 operation of law on January 1, 2019.

12 (2) ___ If a Cannabis Business, pursuant to Section 1609(b)(12), enters into and abides
13 by a Labor Peace Agreement or collective bargaining agreement requiring that 35% of its new hires be
14 graduates of any relevant apprenticeship programs certified by the State or of any relevant pre-
15 apprenticeship programs certified by the City, and if the Cannabis Business can show that at least 35%
16 of employees hired after the effective date of the Labor Peace Agreement or collective bargaining
17 agreement have been graduates of such apprenticeship or pre-apprenticeship programs, then that
18 Cannabis Business shall be exempt from the requirements of this subsection (ff).

19 (3) ___ If a Cannabis Business, pursuant to Section 1609(b)(12), enters into and abides
20 by a Labor Peace Agreement or collective bargaining agreement requiring that 35% of its new hires be
21 graduates of any relevant apprenticeship programs certified by the State or of any relevant pre-
22 apprenticeship programs certified by the City, and if the Cannabis Business can show that graduates of
23 any such apprenticeship or pre-apprenticeship program are not seeking employment in sufficient
24 numbers to satisfy 35% of the Cannabis Business's new hiring needs, that Cannabis Business shall be
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1 exempt from the requirements of this subsection (ff), if the Cannabis Business can further show that it
2 has hired such graduates to the extent feasible.

3 Business Work Hours performed by residents of states other than California shall not
4 be considered in calculation of the number of Business Work Hours to which ~~this requirement~~
5 ~~applies~~the requirements of this subsection (ff) apply. The Director of the Office of Cannabis may
6 approve a time-limited waiver or reduction of ~~this requirement~~the requirements of this subsection,
7 upon a showing by the Cannabis Business that it was unable to locate a sufficient number of
8 qualified Local Residents.

9 * * * *

10 Section 2. Prospective Application Only. This ordinance shall apply only to Labor
11 Peace Agreements or collective bargaining agreements entered into or modified after the
12 effective date of this ordinance. This ordinance shall not be construed to require the parties to
13 any existing Labor Peace Agreement or collective bargaining agreement to modify that
14 agreement, unless and until the parties otherwise wish to negotiate a modification of that
15 agreement.

16
17 Section 3. Effective Date. This ordinance shall become effective 30 days after
18 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
19 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
20 of Supervisors overrides the Mayor's veto of the ordinance.

21
22 Section 4. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors
23 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,
24 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal
25 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment

1 additions, and Board amendment deletions in accordance with the "Note" that appears under
2 the official title of the ordinance.

3

4 APPROVED AS TO FORM:
5 DENNIS J. HERRERA, City Attorney

6 By: _____
7 MATTHEW LEE
8 Deputy City Attorney

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