

Cannabis Employee Job Retention Ordinance

The ordinance requires covered outgoing cannabis employers to post written notice of a change in control and a preferential hiring list to the incoming cannabis employer. It also requires the incoming employer to retain covered employees for a certain period following the change, and provides requirements related to offer of employment and discharge from employment for just cause.

Covered Employers

Covered employers are limited to those who own, control, or operate a cannabis business in the City of Seattle, including integrated enterprises.

1. Outgoing employer obligations

Outgoing employers that undergo a change in control must post notice of the change at the jobsite and provide a preferential hiring list to the incoming cannabis employer.

2. Incoming employer obligations

Incoming employers must hire from the preferential hiring list for 180 days. If an employee accepts a job offer, the employer must retain the employee for no less than 90 days and can only fire the employee for just cause during this time. Incoming employers must continue to post notice of the change in control for 180 days.

3. Notice and Posting

Employers must provide notice of rights afforded under the ordinance. Employers must also provide a written notice to employees of the names used by any associated integrated enterprises.

4. Recordkeeping

Employers must maintain records that document compliance for a period of three years.

Resources

Please visit the OLS Cannabis Employee Job Retention Ordinance website at:

<https://www.seattle.gov/laborstandards/ordinances/cannabis-employee-job-retention-ordinance>

For questions or more information, contact us via our [online inquiry form](#) or call (206) 256-5297.

WHO IS COVERED?

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

RETALIATION

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

OUR SERVICES

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for business.
- Resources and referrals.

Language interpretation, translations and accommodation are available. OLS does not ask about immigration status.

All services are free.



OFFICE OF LABOR STANDARDS

The mission of OLS is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

MORE INFORMATION

(206) 256-5297

laborstandards@seattle.gov
seattle.gov/laborstandards