

# A More Perfect Union

A Primer on Union Organizing in the U.S. Cannabis Industry



WM Policy is the government relations, research, education, and public engagement arm of Weedmaps.

The WM Policy staff—with decades of legislative, regulatory and public policy experience, and an impressive record of achievement in local, state and national political campaigns; far reaching and impactful policy development; effective and creative public awareness efforts; and powerful, change-making coalition building—works with lawmakers, advocates, industry groups and other allies to forge safe, open, and sensible cannabis policy across the country and around the world.



## **What is all this? And why are you giving it to me before a 3-day weekend?**

Perhaps the father of the American trade union movement, Samuel Gompers, described Labor Day best:

*“All other holidays are in a more or less degree connected with conflicts and battles of man’s prowess over man, of strife and discord for greed and power, of glories achieved by one nation over another. Labor Day is devoted to no man, living or dead, to no sect, race or nation.”*

Labor Day has largely become the designated weekend for big sales promotions from mattress retailers, the unofficial and incorrect “end of summer,” and a seasonal fashion reminder to move white pants to the back of the closet. But Labor Day as a national holiday was originally championed by the U.S. labor movement to recognize and celebrate the contributions that workers make to our nation’s strength and prosperity. Many big cities and small towns still host traditional Labor Day events like picnics, parades, and commemorations. And politicians, pundits, scholars, and news media outlets still utilize the first Monday in September as a “hook” to say something about the status and changing situation of work and workers in the United States. Or they debate how unions (and union membership) is faring. Others may analyze trends and make provocative forecasts or dire predictions about the workplace or workforce of the future.

On Labor Day 2022, there is an exciting story to tell; and respecting Mr. Gompers, that story is not about a person, sect, race, or nation. It is largely a story about a plant—cannabis—and specifically, the labor movement’s success in organizing unions within the nascent U.S. cannabis industry. The impact is significant.

Dispensary staff and budtenders are the human face of a rapidly-growing economic powerhouse. Skewing younger, these workers combat the false information and degrading stereotypes forged from decades of cannabis

prohibition propaganda. Lacking federal employment protections, these workers could easily be exploited. But unions are playing a significant role in advancing better pay and benefits for dispensary workers, as well as workplace health and safety protections, education and professional development, and a real voice on the job. Unionization has enhanced the professionalism of cannabis workers who carry a union card, as well as non-unionized cannabis workers and the entire industry. And, despite a patchwork of legalization of varying degrees in the U.S. (37 states, 4 U.S. territories and D.C. legalized medical cannabis, with 19 allowing adult-use), the cannabis industry—a new, legal industry with a unique workforce—is part of the American trade union movement’s new vitality.

### **Similar Journeys**

*Labor Day’s state-by-state path to legalization was similar (but briefer) than what cannabis is currently experiencing. In February 1887, Oregon passed the first law recognizing Labor Day. Four states followed later the same year. Three more states legalized Labor Day by the decade’s end, and with clear momentum (23 more states adopted by 1894) Congress finally made it a legal holiday.*

This is a real-time snapshot of union activity in the cannabis industry, with examples of how unionization is moving the industry forward. It is by no means an exhaustive report. Rather, we hope that those in the industry not familiar with unions, or what they do and the role they play, will use it as a “primer” as they begin to explore the topic. We also hope that it sparks discussions within the industry and instigates broader networking among leaders from both arenas. These relationships will be vital as the industry evolves.

Happy Labor Day!  
— The WM Policy Staff

## A Brief History of Unions in America

America's first labor union was established in 1794, when shoemakers in Philadelphia formed the Federal Society of Journeymen Cordwainers to fight for higher wages and prevent unskilled laborers from replacing them for lower wages. However, a court held in 1806 that the union's activities [constituted a criminal conspiracy](#) and ordered its disbandment. Other unions emerged throughout the 19<sup>th</sup> century, though few became particularly effective or ubiquitous. The National Labor Union (NLU), founded in 1866, was the first labor organization to bring together smaller craft unions under a single umbrella organization. When the NLU dissolved in 1873, it was succeeded by organizations such as the Knights of Labor and the [American Federation of Labor](#) (AFL), which grew to represent hundreds of thousands of workers by the turn of the century.

Early strikes were typically met with violent opposition from U.S. troops or private strikebreakers, such as the National Pinkerton Detective Agency. In May of 1886, in what became known as the Haymarket Affair, hundreds of thousands of workers in industrial urban centers across the country, including New York City, Chicago, and Detroit, went on strike to demand an 8-hour workday. The strike, which resulted in numerous deaths, injuries, and arrests, while failing to secure any concessions for workers, nonetheless galvanized support for the labor movement and eventually resulted in the establishment of [International Workers Day](#). Also in 1886, the Great Southwest Railroad Strike resulted in nine deaths and numerous injuries, as well as the disbanding of the Knights of Labor, its chief organizer. The Pullman Strike of 1894 (from which Labor Day draws its [origins](#)) resulted in over 30 deaths and the dissolution of the American Railway Union. The Coal Strike of 1902, organized by the United Mine Workers of America, resulted in modest wage increases and slightly shorter workdays. In 1909, 20,000 garment workers, primarily Jewish women, walked out of factories in what became known as the New York Shirtwaist Strike and did not return until they had secured higher wages and shorter work hours, some five months later.

America's entrance into World War I and the need to quickly expand wartime production presented a unique opportunity for labor unions to negotiate better conditions for workers. While many enlisted and went off to fight the war, those who stayed behind saw increased employment opportunities and increased wages. When the war ended in 1918, millions of returning service members were unable to find work in an economy ramping down production. This increased competition for workers and decreased the leverage of union negotiators. Additionally, the U.S. Supreme Court was in the midst of the "[Lochner era](#)," during which it routinely struck down state laws enacted to benefit workers or protect them from harsh employment conditions.

The Great Depression, which lasted from 1929 until 1939 and saw unemployment rates as high as 25%, set the stage for the most significant expansion of workers' rights in American history. Unions, including the AFL and the [Congress of Industrial Organizations](#) (CIO), were instrumental in lobbying for legislation such as the [National Labor Relations Act \(NLRA\) of 1935](#), which prohibited private employers from interfering with employees' rights to organize and bargain collectively. The [Fair Labor Standards Act of 1938](#) established a minimum wage, instituted a standard 8-hour, 5-day workweek, mandated overtime pay for labor performed beyond the 40-hour workweek, and prohibited child labor.

As significant as these legislative victories were, they were far from the end of the labor movement's fight. In 1936, members of United Auto Workers (UAW) in Flint, Michigan went on strike for 44 days, resulting not only in higher wages for UAW members, but also in the swift unionization of the entire auto industry and a massive expansion in UAW membership. In 1981, more than 11,000 members of the

Professional Air Traffic Controllers Organization (PATCO) went on strike when the Federal Aviation Administration (FAA) refused to agree to a shorter workweek. When PATCO workers refused to obey a court order to return to work, they were fired by President Ronald Reagan (ironically Reagan was once the president of a union, the Screen Actors Guild), sparking renewed employer intolerance of labor strikes in the private sector.

In addition to strikes and other work stoppages, unions have also fought for workers' rights by organizing boycotts. One such successful campaign began in September 1965, when members of the Agricultural Workers Organizing Committee (AWOC) and the National Farm Workers Association (NFWA) not only struck numerous [grape vineyards](#) to protest low wages and poor working conditions, but also asked consumers not to purchase grapes or the employer's other products. Though it took years, the pressure imposed by the boycott eventually forced employers to the negotiating table, resulting in union contracts that guaranteed better pay, benefits, and shorter workdays. Unions have also launched public campaigns urging consumers to "[look for the union label](#)" on products they purchase in order to ensure the workers producing those products have union protections.

Union leaders have traditionally looked as if they came straight from Central Casting: gruff, cigar chomping, burly, and surly. But that's changing. Upon the death of AFL-CIO President Richard Trumka in August 2021, the federation's Secretary-Treasurer, Elizabeth H. Shuler, became president of the 57 unions and 12.5 million members of the AFL-CIO. She is the first woman to lead America's labor movement.

### **Unions Gave Us the Weekend Off**

*The American labor movement is directly responsible for, or played a leadership role in the creation of: weekends without work; all breaks at work (including lunch); paid vacation; the Family & Medical Leave Act; sick leave; Social Security; minimum wage; the 8-hour work day; overtime pay; child labor laws; the Occupational Safety & Health Act (OSHA); the 40-hour work week; workers' compensation; unemployment insurance, and dozens more.*

## **Not Always a Perfect Union**

While unions have always fought for higher wages and improved working conditions, some early organizing also reflected racism, sexism, and xenophobia. People of color, women, and immigrants were excluded from membership in most unions through the mid-20th century. While some unions attempted to be more inclusive, internal resistance often made it difficult. The National Labor Relations Act perpetuated discriminatory labor policies by excluding agricultural and domestic workers from its protections, two massive industries that had high rates of Black employment. Discriminatory union membership policies remained legal until the passage of the [Civil Rights Act](#) of 1964. The law established the [Equal Employment Opportunity Commission](#), which, among other responsibilities, investigates cases against labor unions that deny membership on the basis of race, national origin, religion, gender, sexual orientation, age, or disability.

Today however, labor unions in America are strong proponents of workplace diversity, often actively reaching out to find, help organize, and fight for the most marginalized workers.

## A New Enthusiasm for Organizing

Over the past century, the U.S. has seen both a rise and fall of union membership, with the current workforce leading a resurgence of unionization. As the American economy lost manufacturing and technology jobs to outsourcing, more Americans began working in the service economy. In a significant shift from manufacturing, one of the service industry's largest inputs [is the cost of labor rather than operating costs](#). Companies have become highly efficient at cutting labor costs, utilizing algorithms to determine when to cut shifts short, and how to maximize employee productivity in as few scheduled hours as possible. Additionally, following the Great Recession and now the COVID-19 pandemic, college-educated workers have been entering the service industry to secure higher wages due to rising costs of living.

With the encouragement of the pro-union Biden Administration, the NLRB has been working to secure fair elections for union drives and curtail union-busting tactics. As a result, petitions to form unions were up [nearly 60% between October 2021 and March 2022](#). Workers at major companies like Starbucks, Amazon, REI, and Apple are organizing and forming unions—[more than 200](#) Starbucks cafes across the country, for example, have unionized over the last year. Workers at an Amazon warehouse in Staten Island also voted to unionize in April 2022, creating [Amazon's first labor union](#).

## Union Organizing & Its Impact on Today's Cannabis Industry

Today the legal cannabis industry includes hundreds of thousands of jobs—both “plant-touching” and ancillary. It is [estimated](#) that following federal legalization, there will be upwards of 1.63 million cannabis jobs across the country. Within the umbrella of “cannabis jobs” are a variety of occupations for all experience levels, from entry-level positions to highly-skilled roles and C-suite level opportunities. Plant-touching jobs include those directly involved with the cannabis plant at all points on the supply chain, from cultivation to retail. Examples include trimmers, growers, processors, master extractors, lab technicians, transporters, edible specialists, budtenders, delivery drivers, store managers, and sales representatives. Ancillary jobs, on the other hand, provide services or goods to cannabis businesses but do not directly “touch” the cannabis plant. Ancillary jobs include accounting, security, legal counsel, technology and software, real estate, construction, insurance, advertising, and marketing.

Union membership in the U.S. has been declining since 1954. And since 1967, as these rates decreased, middle class incomes shrank as well. In 2007 the U.S. Department of Labor reported the first increase in union membership in 25 years, and the largest increase since 1979. A [majority of Americans](#) see this decline as worrisome for working people. But as more states legalize cannabis, new economic opportunities—especially retail—have been a boon for union organizing. In fact, from 2019-2021, the cannabis industry accounted for [62%](#) of unionization gains across the entire retail sector. This trend will only grow as more states legalize medical and adult-use cannabis and open or expand markets.

Several international unions, most notably the [United Food and Commercial Workers](#) (UFCW), as well as the [Teamsters](#), are actively and strategically organizing workers in the cannabis industry. Over the past decade, through their “Cannabis Workers Rising” campaign, the UFCW has come to represent tens of thousands of cannabis workers in the United States—dispensaries, grow operations, manufacturers, testing laboratories, delivery drivers, and more. The Teamsters, who began organizing cannabis workers in 2021, now [represent](#) hundreds of workers in dispensaries, cultivation facilities, and distribution companies. The Teamsters also recently launched a cannabis cultivation training program, awarding 20 scholarships to participate in a cultivation training certification program.

Across all industries—including cannabis—union representation can lead to better wages and working conditions. Seeking better pay, improved benefits, and strengthened job security, employees across the cannabis supply chain—from growers to budtenders—have turned to unions. According to a [report](#) from the union-backed Economic Policy Institute (EPI), cannabis employees stand to make up to \$8,690 more in annual wages than non-union employees. Union workers have also been able to secure better benefits, including paid holidays, paid time off for illness and vacations, healthcare, retirement plans, a guaranteed 40 hours of work for full-time employees, and more.

Unions can also be a vehicle for promoting racial and gender equity in compensation. According to the EPI, BIPOC union workers—who have historically been underpaid compared to white workers—earn up to 32% more than non-union BIPOC workers. Further, women in unions that work in cannabis processing or retail businesses make up to \$7,190 and \$2,607 more annually than non-union employees, respectively.

Not only does a union mean better pay and benefits for cannabis industry workers, it also plays a significant role in “professionalizing” the nascent cannabis industry and the image of the people working within it, whether they carry a union membership card or not. Unionization enhances the cannabis workplace as a legitimate business that is part of a multi-billion-dollar sector of the American economy. A union can also make a workplace safer for all employees, whether they are union members or not. For example, in 2020 during the Covid-19 pandemic, many governors in states that had a medical cannabis program deemed cannabis “essential”, raising concerns about health and safety issues for cannabis workers. Their union pushed for mask requirements and restrictions on in-store interactions. By improving working conditions, unions reduce employee turnover and attract top talent from other industries. As more states legalize cannabis and existing markets expand, unions can play an integral role in the long-term prosperity and success of the legal cannabis industry.

And one more thing: Union representation means a seat at the table for those who normally would never get invited. Only through collective bargaining can workers have the opportunity and ability to raise their voice on issues like working conditions and workplace safety, share their ideas about workplace innovation, have a say in the future of their company, and stake their claim in the future of the industry. Having that voice is significant and impactful now, as the legal cannabis industry is still literally “under construction.”

## A Note on Labor Peace Agreements

For a variety of reasons, not all union organizing campaigns in the cannabis industry have been successful. Though not all employees may elect union representation, it is essential that all workers have the right to explore the possibilities and openly discuss and debate unionization without fear of reprisal. There are many laws that protect employee rights, and several states have included specific protections for cannabis employees. 6 states currently require or encourage something called a Labor Peace Agreement.

An LPA is a contract between an employer of a certain size and a labor union that wants to represent the workers at that specific workplace. Usually with an LPA, the employer agrees not to interfere with union organizers discussing the benefits of unions with their staff. In exchange, the union agrees to not picket or boycott the employer’s business. Both sides agree to waive certain rights to arrive at a formal consensus regarding unionization. For example, under New York’s Marihuana Regulation and Taxation Act, all license applicants must enter and maintain a Labor Peace Agreement with an active union

representing cannabis workers. Governor Gavin Newsom of California recently signed a [bill](#) lowering the employee threshold for when a cannabis business must enter into an LPA from 20 to 10 employees. In other words, once a cannabis business employs more than 10 non-management workers, they are required to enter into a LPA.

### **Ultimate Labor-Management Cooperation**

*[Authentic 231](#) is the first cannabis retailer in Michigan to unionize. Employees there are represented by the UFCW. And who is most excited about that? It may come as a surprise, but William McKenzie, CEO of Left Coast Holding (Authentic 231's holding company) has taken to social media, highlighting a [pro-union vision](#), and how it's leading to business success.*

Besides representing and collectively bargaining on behalf of cannabis workers, unions are advocating for the cannabis industry in other ways as well. Several union leaders have recognized that cannabis legalization impacts the rights and livelihoods of other workers in many different ways. For example, the [United Domestic Workers Association](#) (UDWA), which represents home healthcare aides for low-income seniors and people with disabilities, passed a resolution supporting expanded access to cannabis in California after recognizing the positive health outcomes cannabis has on many of the individuals its employees care for. In August 2022, the [American Federation of Government Employees](#) (AFGE), the largest union representing federal employees, adopted a resolution supporting cannabis legalization and calling for an end to penalizing government employees who responsibly consume cannabis during non-work hours. The resolution also urged the U.S. Office of Personnel Management (OPM) to rescind its policies on pre-employment and off-duty cannabis testing for “non-safety-sensitive, non-national security positions”—including Presidential appointees.

And unions are not just representing workers in negotiations with specific employers. They are also taking leadership roles in the state and local government bureaucracy, flexing their political muscle and advancing the industry from the worker's perspective through appointments to cannabis-related government boards and commissions.

## **The Benefits are Mutual**

Amid a national reckoning over the relationship between workers and their employers, the legal cannabis industry is playing a small but important role in the renewed public interest and enhanced vitality of the American labor movement. While there is no doubt that unionization continues to benefit the cannabis industry, the opposite is also true—cannabis workers have breathed new life into the labor movement. According to a Bloomberg law [analysis](#), cannabis workers participated in 26 National Labor Relations Board (NLRB) elections in 2021, 18 of which were successful. In other words, nearly 70% of unionization attempts among cannabis workers in 2021 sided with the union. The emerging, new industry is making the case that today's labor movement is modern, relevant, and adaptable to change.



We end this primer the way it began—with a quote from the founder of the American Federation of Labor, Samuel Gompers.

Addressing the question of what the labor movement wanted in 1893, Gompers declared:

*“We want more school houses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful and childhood more happy and bright. These in brief are the primary demands made by the Trade Unions in the name of labor. These are the demands made by labor upon modern society and in their consideration is involved the fate of civilization.”*

In retrospect, Gompers expertly framed exactly why the labor movement is so critical for the cannabis industry. More learning. Less vice. More work. Less crime. More justice. And most importantly, to cultivate our better natures...by cultivating cannabis.

So this Labor Day, pay homage to the future of the labor movement. Visit your local dispensary.

*And don't forget to tip your budtender!*

## Glossary of Union Terms & Relevant Organizations

### American Federation of Govt. Employees (AFGE)

The largest federal government employee union in the country, representing more than 670,000 federal workers. It also represents thousands of Washington D.C. local government employees and some private sector employees who contract with the federal government. Founded during the Great Depression, AFGE in 2022 adopted a resolution supporting cannabis legalization and calling for an end to penalizing government employees who responsibly consume cannabis during non-work hours. The resolution also urged the U.S. Office of Personnel Management (OPM) to rescind its policies on pre-employment and off-duty cannabis testing for “non-safety-sensitive, non-national security positions.”--including Presidential appointees.

### American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

The largest federation of unions in the United States, the AFL-CIO consists of 57 national and international labor unions with over 12 million members. The AFL-CIO advocates for legislation that creates jobs, promotes workplace safety and fairness, and holds employers accountable for violating labor laws, as well as strengthening social security, Medicare and voting rights. Additionally, the AFL-CIO provides training and resources for workers seeking to unionize, educates the public about economic issues, and promotes corporate accountability and shareholder advocacy. Sometimes called “the House of Labor.”

### Bargaining Unit

A group of workers that is represented by a union, or has applied for representation by a union, is often referred to as a bargaining unit. In the example of a cannabis dispensary with unionized retail staff, the group of retail workers would comprise a bargaining unit.

### Bona-fide Union

In order for a union to be considered “bona fide,” its officers must be elected in accordance with federal law, and elections must follow procedures established by the National Labor Relations Board. This generally requires that elections be held via secret ballot and be free from employer interference or influence.

### Card Check

To formally enter a labor union, a bargaining unit of workers must first vote on a proposal. This proposal to unionize often takes the form of a card check, where workers wishing to join sign an authorization form, or a “card”, expressing their wish to unionize.

### Collective Bargaining

The primary activity in which unions engage, collective bargaining, is the act of negotiating between union representatives and an employer for the purpose of obtaining higher wages, benefits, and better working conditions for the union’s members. Employees have much greater leverage in such negotiations when they are unified than if they negotiated individually, resulting in overall better outcomes for union members.

### Congress of Industrial Organizations (CIO)

The CIO was founded in the 1930s, and was one of the first groups to organize large numbers of Black workers—over 200,000 by 1940. The CIO primarily organized mass-production industrial sectors, and played a large role in lobbying for the passage of the National Labor Relations Act of 1935.

### Craft Union

The first type of union to emerge in the United States prior to the industrial revolution, a craft union is composed of workers trained to perform a specific type of work. Modern examples include the Aircraft Mechanics Fraternal Association (AMFA), United

Brotherhood of Carpenters and Joiners of America (UBC), and American Nurses Association (ANA).

### **Equal Employment Opportunity Commission (EEOC)**

Established by the Civil Rights Act of 1964, the EEOC is a federal government agency tasked with investigating claims of workplace discrimination on the basis of race, national origin, religion, gender, sexual orientation, age, or disability. The EEOC may mediate a negotiated settlement, file a civil lawsuit on behalf of victims, or adjudicate claims against federal government agencies. While the EEOC primarily investigates claims against employers, it also has the authority to investigate claims against labor unions.

### **General Union**

General unions are composed of smaller unions of workers whose members perform varying types of work across numerous industries. With vast membership and national or international reach, the activities of general unions go beyond those of traditional unions. General unions wield significant political influence and work towards improving the lives of the working class as a whole. Examples include the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the Strategic Organizing Center (SOC).

### **Independent Union**

Independent unions represent workers at a single company or worksite. These unions are formed by employees and are not typically affiliated with larger labor unions, though they may use resources and training provided by larger unions to organize.

### **Industrial Union**

Unlike craft unions, in which membership is based on the specific type of labor performed by its members, industrial unions aim to organize workers within a specific industry. Examples include United Automobile Workers (UAW), United Mine Workers of America

(UMWA), and Communications Workers of America (CWA).

### **International Union**

International unions are large organizations with representation worldwide, such as the Laborers' International Union of North America, which has a large Canadian membership. International unions typically do more than just organize employees—they campaign for broader labor reforms, and may conduct research and other industry-supporting activities.

### **International Brotherhood of Teamsters**

The Teamsters, formed in 1903 as a union of freight drivers, now represents over 1.3 million workers across numerous industries in both the public and private sectors, including over 500 cannabis workers. The Teamsters take a decentralized approach to labor organization by focusing on promoting strong local unions and local leadership.

### **Labor Peace Agreement (LPA)**

An arrangement between an employer and a labor union in which one or both sides agree to waive certain rights pertaining to union organizing. For example, an employer may agree not to interfere with union representatives entering the workplace to discuss the benefits of unionization with employees, while the union may agree not to disrupt the employer's business operations by picketing or organizing boycotts. LPAs may be entered into voluntarily or required by law, depending on the industry and jurisdiction.

### **National Labor Relations Board (NLRB)**

Established by the National Labor Relations Act of 1935 to replace the largely ineffective National Labor Board, the NLRB is the federal government agency tasked with investigating unfair labor practices, enforcing U.S. labor law, and supervising labor union elections.

### **Organize**

The act of labor groups or prospective union workers expressing their desire to unionize, and

formally pursuing unionization is often termed “organizing.” This may entail a worker or a group of workers speaking with their colleagues about unionizing, or a labor union taking actions to communicate with and establish relationships with workers.

### Picket/Picket Line/Picketing

Protest terms. Carrying signs or disseminating literature. Occurs during a strike, or as an informational activity in the form of an informational picket. A pressure tactic.

### Rank & File

Members of the union, but not leadership of the union.

### Service Employees International Union (SEIU)

SEIU represents over two million workers in the healthcare industry, property services, and government. Founded in 1921 in Chicago, SEIU’s inclusivity contrasted significantly with other unions at that time. Its initial leadership included people of color, women, and immigrants. At the national level, SEIU focuses on issues that continue to impact the working class, including access to affordable healthcare, affordable higher education, and racial justice.

### Shop Steward

A shop steward is a union member elected to a leadership position who carries out the union’s duties in the workplace, such as negotiating with management and handling grievances. The shop steward remains an employee but may be granted time during the workday to focus exclusively on union business.

### Strategic Organizing Center (SOC)

SOC is a democratic coalition of four labor unions: Service Employees International Union (SEIU), International Brotherhood of Teamsters (IBT), Communications Workers of America (CWA), and United Farmworkers of America (UFW). In total, SOC represents four million workers. SOC advocates for workers and consumers by publishing reports on corporate malfeasance, conducting surveys to obtain data

on labor issues, and petitioning federal regulators to investigate unfair business practices. The group was formerly known as “Change to Win”, but later reorganized after breaking away from the AFL-CIO.

### Union Bug

Used since the late 1800s to signify that an item was produced in a union shop, this miniscule emblem resembles a small insect on the printed sheet.

### Union Contract

A union contract is a legally-binding, written agreement between an employer and unionized employees that clearly lays out the terms and conditions negotiated during the collective bargaining process. Union contracts often expire after a number of years, at which point the collective bargaining process typically restarts.

### United Domestic Workers Association (UDWA)

The UDWA was founded in 1977, and represents approximately 140,000 family child care and home care workers across the state of California. UDWA is especially focused on issues that impact communities and families, such as gender equality, affordable housing, and racial justice.

### United Farm Workers (UFW)

Founded in 1962, UFW represents over ten thousand agricultural workers in California, Oregon, and Washington. UFW was instrumental in advocating for state laws mandating overtime pay for farm workers, preventing heat illnesses and deaths, and protecting workers from COVID-19.

### United Food and Commercial Workers (UFCW)

UFCW represents 1.3 million workers across numerous industries, including retail, healthcare, manufacturing, and food processing. Additionally, for over a decade, UFCW has represented workers in the cannabis industry, including those employed in dispensaries, laboratories, transportation, cultivation, and others.