

CANNABIS EMPLOYEE JOB RETENTION ORDINANCE

The ordinance applies to Cannabis Workers to provide several rights and protections

Which Employers and Employees are Covered by this law?

The law applies to all employees who have worked for a covered employer in the City of Seattle for at least 30 days prior to the execution of a transfer document, a document that affects a change in control of a covered business. Covered employers are limited to those who own, control, or operate a cannabis business in the City of Seattle, including but not limited to integrated enterprises.

Notice of Ownership Changes

When a business ownership change happens, outgoing employers (those selling a business) and incoming employers (those buying the business) have obligations related to notice posting.

The outgoing employer must post a written notice that the business is changing ownership within five business days after signing the transfer document. The notice shall be readily viewed by employees and all job applicants.

The Notice Must Include:

- The name and contact information of the outgoing employer.
- The name and contact information of the incoming employer.
- The effective date of the change in ownership.

The incoming employer must keep the notice posted for at least 180 calendar days after the new business becomes open to the public.

Job Retention

The Outgoing Employer Must Follow These Job Retention Requirements:

- The outgoing employer must provide the incoming employer with a preferential hiring list.
- The preferential hiring list shall include the name, mailing address, email address, and a list of all job classifications with beginning and end dates (if applicable) for each covered employee.

The Incoming Employer Must Follow These Job Retention Requirements:

- The incoming employer must hire from the preferential hiring list before hiring anyone not on the list for 180 calendar days after the business is open to the public under the incoming employer.
- The incoming employer must hire in order of seniority within each job classification to the extent that comparable job classifications exist.
- The incoming employer must retain the employee hired from the preferential hiring list for 90 calendar days, beginning the day the employee starts working for the incoming employer.
- The incoming employer is required to provide a written performance evaluation to each employee and, if the employee's performance was satisfactory, consider retaining the employee.

All Cannabis Employers, Regardless of Ownership Changes Must:

- Give written notice to employees of the name and any trade ("doing business as") names used by any associated integrated enterprise at time of hire in the written notice of employment information required by SMC 14.20.

Display Posters

This poster must be displayed in a noticeable area at the workplace, in English and the language(s) spoken by employees. The Office of Labor Standards provides language interpretation and translation and accommodations for people with disabilities.

Contact Us

Employers: Obtain technical assistance and receive training.
Employees: File a complaint with OLS.

206-256-5297
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