ADULT-USE CANNABIS LEGALIZED

New York State legalized adult-use cannabis by passing the Marijuana Regulation & Taxation Act (MRTA) in 2021.

The Cannabis Control Board and Office of Cannabis Management (OCM) will issue licenses and develop regulations outlining how and when businesses can participate in the new industry.

You can find information about licensing, program guidance, and also sign up for OCM email updates at: **cannabis.ny.gov**.

CANNABIS IN THE WORKPLACE

While it is legal for adults 21 years or older to consume cannabis, employers can still enforce policies that prohibit impairment on the job. Employers are not required to commit any act that would cause them to violate federal law or lose federal funding.

Please visit the NYSDOL's website for the full guidance on adult-use cannabis and the workplace.

SCAN HERE TO VISIT NYSDOL'S CANNABIS WORKFORCE WEBPAGE:

dol.ny.gov/cannabis

SOCIAL EQUITY

A major focus of the cannabis law is social and economic equity. The law encourages participation in the new industry for individuals disproportionally impacted by cannabis prohibition and automatically expunges an individual's past marijuana convictions. The MRTA establishes a goal to award 50% of all adult-use licenses to social and economic equity applicants. The law says that the Office of Cannabis Management and Cannabis Control Board must promote diversity in commerce, ownership, and employment. To ensure workforce diversity, cannabis employers will be required to submit documentation of the racial, ethnic, and gender diversity of their employees and owners prior to a license being renewed.

Visit the Office of Cannabis Management's (OCM) website if you're interested in applying for a cannabis license and to see if you qualify as a social equity applicant.

WHAT CAN YOU DO NOW?

- Check the Office of Cannabis Management (OCM) website for conditional cultivator and processor licenses and future licensing at **cannabis.ny.gov**
- Monitor Department of Labor website at **dol.ny.gov/cannabis**
- Continue reaching out to your local Career Center for updates and employment services such as career counseling, resume development, career workshops, computers/internet access, computer workshops, job search resources and placement assistance, career resource library, access to phone/fax/copier and short-term training for long-term careers
- Check JobZone for cannabis jobs as they are posted
- Check your local SUNY/CUNY or community college for cannabis education programs

OVERVIEW OF POSSIBLE JOB TYPES IN CANNABIS

For more in-depth information about possible positions in the cannabis industry, visit the NYSDOL's cannabis webpage at **dol.ny.gov/cannabis**

CULTIVATION

Cultivators grow cannabis plants whose flowers will be harvested and either sold to dispensaries for retail sale or sold to processor businesses for converting into cannabis oil and eventually turning into cannabis-infused products.

NURSERY

Nursery businesses create, grow and sell seeds, immature plants and other cultivation-related products for use by cultivators.

PROCESSING

Processors can perform extraction and manufacturing/infusion.

EXTRACTION

Extraction is the processing of converting harvested cannabis flower material into concentrated cannabis oil, which can be used for cannabis vapes or creating cannabis-infused products.

MANUFACTURING/INFUSION

Manufacturers/Infusers use extracted cannabis oil to create cannabis-infused products (edibles, topicals, etc).

RETAIL DISPENSARY

Retail sales of cannabis and cannabis-infused products will occur at dispensaries. Dispensaries will also be allowed to deliver cannabis and cannabis-infused products to consumers.

DISTRIBUTOR

Distributors will purchase cannabis and cannabis products from cultivators and processors and then sell and deliver those items to retail dispensaries and on-site consumption sites.

ON-SITE CONSUMPTION

On-site consumption locations will sell cannabis to consumers for use by those consumers at the on-site consumption location (smoking or vaping only).

DELIVERY

Delivery operators will deliver cannabis and cannabis-infused products to consumers.

TESTING LABORATORIES

Testing laboratories will complete quality assurance testing of cannabis and cannabis-infused products.

ANCILLARY

Like all businesses, the cannabis industry needs various support roles to thrive, regardless of the operations taking place, such as:

- IT
- Accounting
- HR
- Security guard
- Driver/courier

The New York State Department of Labor is an Equal Opportunity Employer/Program.
Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886.