

## **CANNABIS RULES, REGULATIONS, AND PROCEDURES [B-1]**

### **SUBJECT: CANNABIS BUSINESS WORKFORCE HIRING**

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### **Authority**

Fresno Municipal Code (FMC) Section 9-3330(a) states, "In addition to any regulations adopted by the City Council, the City Manager or his/her designee is authorized to establish any additional rules, regulations and standards governing the issuance, denial or renewal of commercial cannabis business permits, the ongoing operation of commercial cannabis businesses and the city's oversight, or concerning any other subject determined to be necessary to carry out the purposes of this Article.

This Section further requires:

- (b) Regulations shall be published on the city's website.
- (c) Regulations promulgated by the City Manager shall become effective upon date of publication.

### **Purpose**

This regulation interprets the term "hire" within Chapter 9, Article 33 of the FMC.

### **Policy**

FMC Section 9-3316 makes reference to various requirements for cannabis businesses to "hire" individuals that meet specific criteria and to develop a workforce plan that includes a commitment towards "local hires". Additionally, FMC Section 9-3316(b)(2) requires a labor peace agreement to be executed within thirty days of a business's fifth hire.

For purposes of compliance with the FMC, the City Manager has determined the term "hire" to mean that cannabis businesses must directly "hire" their employees to meet the requirements described in FMC Section 9-3316. Outsourced and contracted staffing is not permissible to meet the requirements of this Section. However, staffing agencies may be used temporarily or for specific, specialized, or hard-to-fill positions.