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## Recreational Marijuana Program Compliance Education Bulletin

Bulletin CE2024-05  
November 18, 2024 –  
updated November 26, 2024

The Oregon Liquor & Cannabis Commission (OLCC) is providing the following information to recreational marijuana licensees and applicants. The bulletin is part of OLCC's compliance education. It is important that you read it and understand it. If you don't understand it, please contact the OLCC for help.

This education bulletin has been updated to include a link to the Labor Peace Agreement Attestation Form, and additional FAQs:

- Measure 119
- [Labor Peace Agreement Attestation Form](#)

### Summary

Oregon voters recently passed [Ballot Measure 119](#), requiring OLCC licensed **processors, retailers, medical only processors, medical only retailers, research certificates and labs** to provide the OLCC with a signed labor peace agreement (LPA) or attestation prior to licensure or renewal.

The new law goes into effect December 5, 2024.

Any application for a license or renewal application received on or after December 5<sup>th</sup> will be required to include:

- A signed labor peace agreement entered into between the applicant and a bona fide labor organization actively engaged in representing or attempting to represent the applicant's employees; or
- An attestation signed by the applicant and the bona fide labor organization stating that the applicant and the bona fide labor organization have entered into and will abide by the terms of a labor peace agreement.

As the OLCC learns more about the new law we will update this compliance bulletin with additional information.

### FAQs

What is a Labor Peace Agreement (LPA)?

- A. *'Labor peace agreement' means an agreement under which, at a minimum, an applicant or licensee agrees to remain neutral with respect to a bona fide labor organization's representatives communicating with the employees of the applicant or the licensee about the rights afforded to such employees under ORS 663.110 (Employee organization, bargaining rights).*

What is a bona fide labor organization?

- A. *'Bona fide labor organization' means a labor organization as defined in 29 U.S.C. 402: "Labor organization" means a labor organization engaged in an industry affecting*

*commerce and includes any organization of any kind, any agency, or employee representation committee, group, association, or plan so engaged in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment, and any conference, general committee, joint or system board, or joint council so engaged which is subordinate to a national or international labor organization, other than a State or local central body.*

Does this mean my employees are unionized?

A. *No, an LPA does not mean your employees are automatically members of a union.*

How do I get a LPA?

A. *You will need to work with a bona fide labor organization to sign a LPA or fill out an attestation form that is available on the OLCC website that you and the labor organization sign saying you have entered an agreement.*

My license is set to renew on December 10<sup>th</sup>, but I have already turned in my renewal application and it has been approved. Do I still need an LPA?

A. *No, the requirement for an LPA is only for new applications or renewals received on or after December 5, 2024.*

I have no employees. Will I still be able to sign an LPA?

A. *It is our understanding that you will still be able to sign an LPA even without employees.*

How do I submit the LPA or attestation to OLCC?

A. *You can submit the LPA or attestation with your application or renewal paperwork to OLCC through the CAMP on-line licensing system.*

What if my company vertically integrated and I share employees between licenses?

A. *The details of the LPA will be up to you and the labor organization, the OLCC will only be requiring the LPA for Processors, Retailers, Labs, Research Certificates, Medical only Processors and Medical only Retailers.*

When will the attestation form be available for applicants and licensees?

A. *The attestation form is now available on the OLCC website and can be found [here](#). The form will also be available in the CAMP licensing system prior to December 5<sup>th</sup>.*

Again, the OLCC will be updating this bulletin as we learn more about the new law. If you have any questions, please send them to [marijuana.licensing@olcc.oregon.gov](mailto:marijuana.licensing@olcc.oregon.gov).