



Advisory to Interested Parties

Date: September 12, 2022

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Notice of Implementation of AB 195 and Provisions Affecting the ALRB

The budget trailer bill AB 195, which was approved by the Governor and chaptered on June 30, 2022, includes several provisions that impact the Agricultural Labor Relations Board (ALRB or Board). AB 195 enhances enforcement of the requirement that licensees enter into labor peace agreements as a condition of licensure by the Department of Cannabis Control (DCC). It also lowers the threshold triggering the labor peace agreement requirement from 20 to 10 employees, effective July 1, 2024. The bill gives the ALRB authority to investigate claims that an entity entering into a labor peace agreement with a cannabis licensee is not a “bona fide labor organization.”

On August 31, 2022 the Board approved the [Regulations Subcommittee Regulatory Proposal](#) on investigating complaints related to labor peace agreements. Members of the public wishing to receive updates on the regulations package may follow activity on the [ALRB's Regulatory Activity page](#) or request to join the ALRB's general listserve by emailing Devaka Gunawardena at devaka.gunawardena@alrb.ca.gov.

Complaints that a licensee has entered into a labor peace agreement with a non-bona fide labor organization may be filed by a current or former employee of the licensee or a labor organization. Complaints may be submitted via email to: LaborPeaceAgreementComplaints@alrb.ca.gov.

For additional information regarding labor peace agreements, please review the [guidance](#) provided by the Department of Cannabis Control.

The ALRB will continue to hold discussions with relevant stakeholders to facilitate implementation of the bill.