



COMMERCIAL CANNABIS PERMIT PROGRAM  
ADMINISTRATIVE RULE

SUBJECT: Cannabis Businesses: Employment Standards

- I. Purpose. Pursuant to Hayward Municipal Code section 6-14.18, this rule establishes the criteria which employees working in commercial cannabis businesses must meet in order to be eligible for employment per Hayward Municipal Code section 10-1.3604.F. The standards contained in this rule shall be imposed as conditions upon any commercial cannabis permit issued pursuant to Article 14, Chapter 6 of the Hayward Municipal Code.
  
- II. Employment Standards: Felony Convictions. Employees of cannabis businesses shall not be found to have been convicted of any of the following offenses:
  - a. A violent felony conviction, as specified in subdivision (c) of Section 667.5 of the Penal Code;
  - b. A serious felony conviction, as specified in subdivision (c) of Section 1192.7 of the Penal Code;
  - c. A felony conviction involving fraud, deceit, or embezzlement;
  - d. A felony conviction for hiring, employing, or using a minor in transporting, carrying, selling, giving away, preparing for sale, or peddling, any controlled substance to a minor; or selling, offering to sell, furnishing, offering to furnish, administering, or giving any controlled substance to a minor;
  - e. A felony conviction for drug trafficking with enhancements pursuant to Section 11370.4 or 11379.8 of the Health and Safety Code.
  
- III. Employment Standards: Fines, Penalties, Sanctions. Employees of cannabis businesses shall not be found to have been subject to any of the following:
  - a. Fines, penalties, or otherwise been sanctioned for cultivation or production of a controlled substance on public or private lands pursuant to Section 12025 or 12025.1 of the Fish and Game Code.
  - b. Sanctioned by a state licensing authority or a city, county, or city and county for unauthorized commercial cannabis activities.

A handwritten signature in blue ink, appearing to read 'Kelly McAdoo'.

Kelly McAdoo  
City Manager

Department Responsible for Revision: City Manager

Issued: April 16, 2018

