

My name is Anne Gorsek

Greetings Chair Holvey, Vice Chairs Elmer and Sosa, members of the committee

I am here today in support of HB 3183

I was in the Industry from March of 2020 to December of 2022, and in that time worked for 3 different Marijuana retail companies.

The cannabis industry has a very high turnover rate. As stated by Headset, a data analysis company; "About 55% of budtenders leave the industry any given year, with about 25% turnover in the first 30 days of employment. Most budtenders do not last a year with a single employer, the company found.

...those in Colorado and Oregon tend to have the highest rates of turnover with a 12% retention rate." [1].

in my year and a half that I was with one company I saw 8 of my coworkers leave the shop, leaving me as the only person from the original crew I was hired on with remaining.

Another issue I ran into at more than one of these jobs was the expectation that we were supposed to run inside to help customers even if we were on our mandatory lunches and breaks, which I believe had a lot to do with the fact that each of these companies staffed as sparsely as they could possibly get away with.

I feel there are other reasons that also point to the need for cannabis workers to be able to unionize without fear of termination but for the sake of time will hold off on speaking about them.

In conclusion, I believe it is very important that HB 3183 pass in order to offer these workers some much needed protections.

If you have any questions for me, I am happy to answer them.

Thank you for your time.

Cited works:

1. [Marijuana dispensary workers are unionizing, while Big Cannabis throws up roadblocks \(azmirror.com\)](https://azmirror.com)