

HOUSE BILL 1634

A3, K3

6lr3706
CF SB 995

By: **Delegate Roberts**

Introduced and read first time: February 25, 2026

Assigned to: Rules and Executive Nominations

A BILL ENTITLED

1 AN ACT concerning

2 **Cannabis Licensure – Labor Peace Agreements and Collective Bargaining**

3 FOR the purpose of requiring, as a condition of licensure, certain applicants for cannabis
4 licenses and certain cannabis licensees to establish the existence of a certain labor
5 peace agreement under certain circumstances; and generally relating to cannabis
6 licensure.

7 BY adding to

8 Article – Alcoholic Beverages and Cannabis

9 Section 36–412

10 Annotated Code of Maryland

11 (2024 Replacement Volume and 2025 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
13 That the Laws of Maryland read as follows:

14 **Article – Alcoholic Beverages and Cannabis**

15 **36–412.**

16 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
17 INDICATED.

18 (2) “COLLECTIVE BARGAINING” MEANS:

19 (I) GOOD FAITH NEGOTIATIONS BY AUTHORIZED
20 REPRESENTATIVES OF EMPLOYEES AND THEIR EMPLOYER WITH THE INTENTION OF:

21 1. A. REACHING AN AGREEMENT ABOUT WAGES,
22 HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT; AND

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **B. INCORPORATING THE TERMS OF THE AGREEMENT IN**
2 **A WRITTEN MEMORANDUM OF UNDERSTANDING OR OTHER WRITTEN**
3 **UNDERSTANDING; OR**

4 **2. CLARIFYING TERMS AND CONDITIONS OF**
5 **EMPLOYMENT;**

6 **(II) ADMINISTRATION OF TERMS AND CONDITIONS OF**
7 **EMPLOYMENT; OR**

8 **(III) THE VOLUNTARY ADJUSTMENT OF A DISPUTE OR**
9 **DISAGREEMENT BETWEEN AUTHORIZED REPRESENTATIVES OF EMPLOYEES AND**
10 **THEIR EMPLOYER THAT ARISES UNDER A MEMORANDUM OF UNDERSTANDING OR**
11 **OTHER WRITTEN UNDERSTANDING.**

12 **(3) (I) "LABOR ORGANIZATION" MEANS:**

13 **1. AN ORGANIZATION THAT IS ACTIVELY SEEKING TO**
14 **REPRESENT OR IS REPRESENTING EMPLOYEES IN THE CANNABIS INDUSTRY; OR**

15 **2. AN AGENT OF AN ORGANIZATION DESCRIBED IN ITEM**
16 **1 OF THIS ITEM.**

17 **(II) "LABOR ORGANIZATION" INCLUDES:**

18 **1. AN ORGANIZATION OF ANY KIND, AN AGENCY, OR AN**
19 **EMPLOYEE REPRESENTATION COMMITTEE, GROUP, ASSOCIATION, OR PLAN:**

20 **A. IN WHICH EMPLOYEES IN THE CANNABIS INDUSTRY**
21 **PARTICIPATE; AND**

22 **B. THAT EXISTS, WHOLLY OR PARTLY, FOR THE PURPOSE**
23 **OF DEALING WITH EMPLOYERS CONCERNING GRIEVANCES, LABOR DISPUTES,**
24 **WAGES, RATES OF PAY, HOURS, OR OTHER TERMS AND CONDITIONS OF**
25 **EMPLOYMENT; AND**

26 **2. A CONFERENCE, GENERAL COMMITTEE, JOINT OR**
27 **SYSTEM BOARD, OR JOINT COUNCIL THAT IS SUBORDINATE TO A NATIONAL OR**
28 **INTERNATIONAL ORGANIZATION TO WHICH AN ORGANIZATION DESCRIBED UNDER**
29 **SUBPARAGRAPH (I) OF THIS PARAGRAPH BELONGS.**

30 **(4) "LABOR PEACE AGREEMENT" MEANS AN AGREEMENT:**

1 **(I) BETWEEN AN ENTITY SEEKING A CANNABIS LICENSE OR A**
2 **CANNABIS LICENSEE AND A LABOR ORGANIZATION THAT, AT A MINIMUM, PROTECTS**
3 **THE STATE’S INTERESTS BY PROHIBITING THE LABOR ORGANIZATION FROM**
4 **ENGAGING IN PICKETING, WORK STOPPAGES, BOYCOTTS, OR ANY OTHER ECONOMIC**
5 **INTERFERENCE WITH THE OPERATION OF THE ENTITY SEEKING A CANNABIS**
6 **LICENSE OR THE CANNABIS LICENSEE WITHIN THE FIRST 5 YEARS OF THE**
7 **EFFECTIVE DATE OF A LICENSE;**

8 **(II) THAT APPLIES TO ALL OPERATIONS CONDUCTED BY THE**
9 **APPLICANT OR LICENSEE AT A FACILITY OR LOCATION WHERE THE APPLICANT OR**
10 **LICENSEE CONDUCTS BUSINESS UNDER THE LICENSE; AND**

11 **(III) THAT IS VALID AND ENFORCEABLE UNDER 29 U.S.C. § 158.**

12 **(B) TO BE ISSUED A CANNABIS LICENSE, UNLESS THE APPLICANT OR**
13 **LICENSEE ALREADY HAS A COLLECTIVE BARGAINING AGREEMENT, THE APPLICANT**
14 **OR LICENSEE SHALL PRODUCE INFORMATION, DOCUMENTATION, AND ASSURANCES**
15 **TO ESTABLISH BY CLEAR AND CONVINCING EVIDENCE THAT THE APPLICANT OR**
16 **LICENSEE HAS ENTERED INTO A LABOR PEACE AGREEMENT WITH EACH LABOR**
17 **ORGANIZATION THAT IS ACTIVELY ENGAGED IN REPRESENTING OR ATTEMPTING TO**
18 **REPRESENT CANNABIS INDUSTRY WORKERS IN THE STATE.**

19 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
20 October 1, 2026.