

# SENATE BILL 995

A3, K3

6lr3661  
CF 6lr3706

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By: **Senator Jackson**

Introduced and read first time: February 21, 2026

Assigned to: Rules

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## 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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

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

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

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

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

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

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

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

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

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

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

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

**(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.