

1 HOUSE BILL 331

2 **57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

3 INTRODUCED BY

4 Andrea Romero and Javier Martínez and Christine Chandler

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10 AN ACT

11 RELATING TO CANNABIS REGULATION; REQUIRING CANNABIS
12 ESTABLISHMENTS TO ENTER INTO, MAINTAIN AND ABIDE BY THE TERMS
13 OF A LABOR PEACE AGREEMENT.

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15 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

16 SECTION 1. A new section of the Cannabis Regulation Act,
17 Section 26-2C-34.1 NMSA 1978, is enacted to read:

18 "26-2C-34.1. [NEW MATERIAL] LABOR PEACE AGREEMENTS.--

19 A. As used in this section, "labor organization"
20 means an association of workers recognized by the national
21 labor relations board as a bona fide labor organization.

22 B. Cannabis establishments with ten or more
23 employees shall enter into, maintain and abide by the terms of
24 a labor peace agreement with a labor organization. A labor
25 peace agreement requirement is an ongoing material condition of

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1 a license, of which a violation may result in refusal to renew
2 a license or suspension or revocation of the license. A
3 cannabis establishment with fewer than ten employees that has
4 not entered into a labor peace agreement shall provide a
5 written attestation with the application indicating that the
6 cannabis establishment will enter into and abide by the terms
7 of a labor peace agreement within sixty days of employing the
8 tenth employee.

9 C. An initial applicant shall provide a written
10 attestation with the application indicating that the applicant
11 will enter into and abide by the terms of a labor peace
12 agreement within sixty days of employing the tenth employee.

13 D. A licensee shall submit the written agreement to
14 the division within six months of employing the tenth employee.

15 E. On and after September 1, 2025, the division
16 shall not renew a license for a cannabis establishment with ten
17 or more employees unless the cannabis establishment provides a
18 written attestation signed by a labor organization stating that
19 the cannabis establishment is maintaining and abiding by the
20 terms of a labor peace agreement.

21 F. The division shall promulgate rules to enforce
22 the provisions of this section. Upon review and findings of a
23 cannabis establishment's failure to meet the material condition
24 of maintaining and abiding by a labor peace agreement, the
25 division shall suspend the cannabis establishment's license.

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G. The labor peace agreement shall specify:

(1) for the cannabis establishment, that it shall not disrupt efforts by the labor organization to communicate with and attempt to organize and represent the cannabis establishment's employees and shall provide access at reasonable times for the labor organization to meet with employees to discuss their right to representation, employment rights under state law and terms and conditions of employment; and

(2) for the labor organization, that neither the labor organization nor its members shall engage in picketing, work stoppages, boycotts or any other economic interference with the cannabis establishment's business."