

IS THE “GRASS” GREENER?

WORK AND WELL-BEING IN THE
COLORADO CANNABIS INDUSTRY

Kevin M. Walters, MS
Gwenith G. Fisher, PhD
October 25th, 2017



Overview

- The cannabis industry
- Project overview
- Key findings
- Cannabis use in the industry
- Conclusions & acknowledgements

A Budding Industry



- Legal in >50% of states
 - Rec: 8 states
- Colorado:
 - Med – Nov. 2000
 - Rec – Nov. 2012
 - Small businesses
 - Green in many ways (\$\$\$)

A Budding Industry

CDOR MED 2016 Report:

- 1,584 medical licenses
- 1,350 retail licenses

- 2,934 total licenses

- 2015: 2,592
- 2014: 2,249



Project Summary

- NIOSH MAP ERC* Pilot grant: r2p project in CO cannabis industry
- Assess occupational health, safety, and well-being, disseminate results
- N=214 “direct-to-plant” workers
 - Online survey
 - Anonymous, confidential

**MAP ERC: Mountains and Plains Education and Research Center*

Studying a New Industry

- Little prior research, industry in flux

Recruitment and assessment tactics:

- Networking, partnerships
- “Marketing” our research
- Meet in-person; be present



Key Findings: Demographics

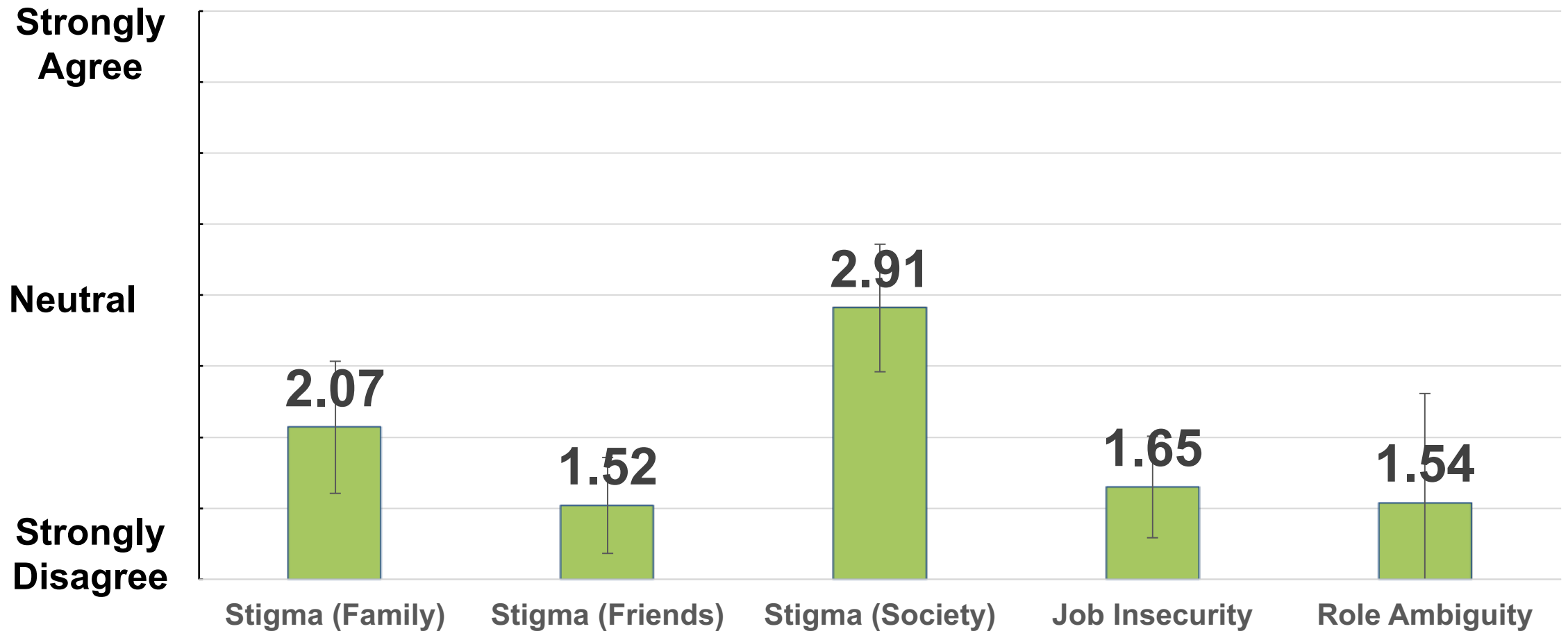
Workers

- Mostly Caucasian, college, hourly wages, day shift
 - Budtenders, trimmers, growers, etc.

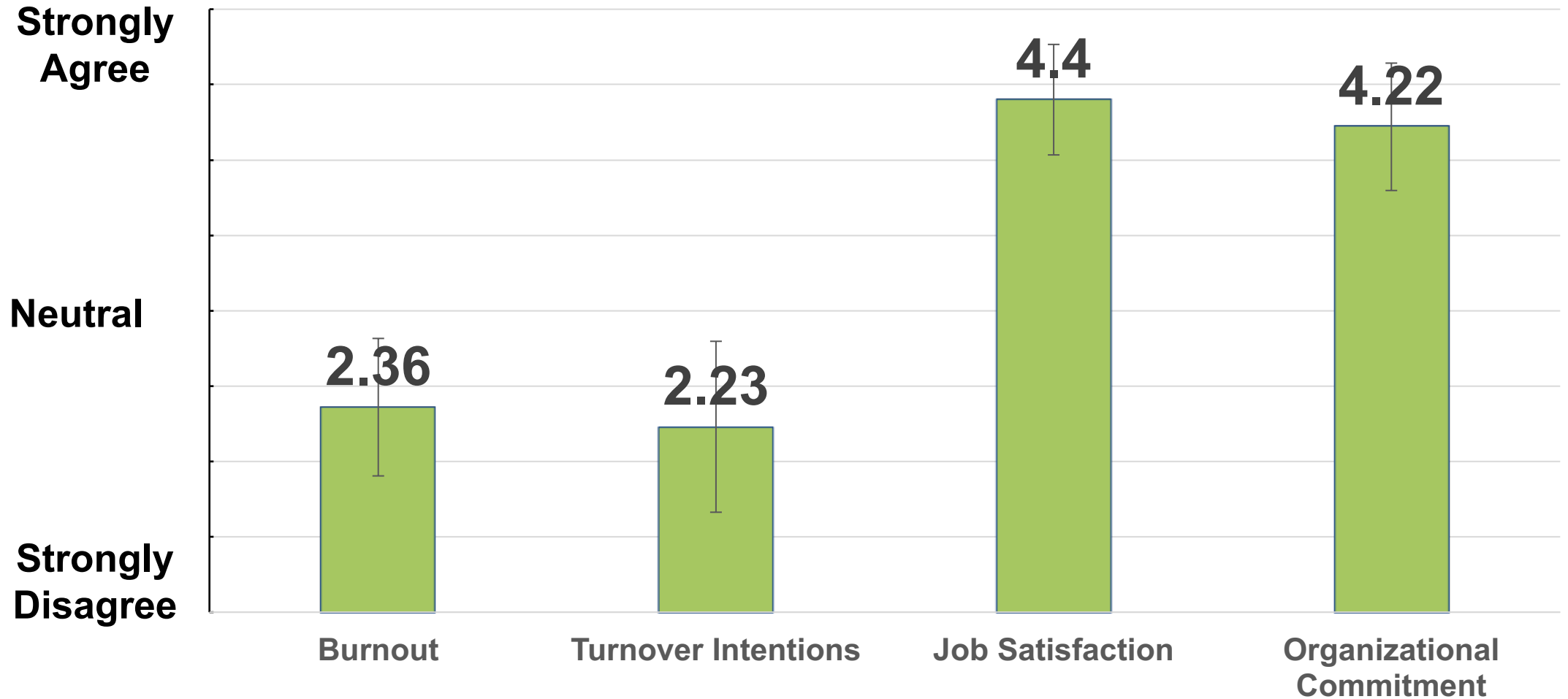
Orgs

- Mostly young ($M = 4.7$ yrs), small ($M=39$, $SD=69$; Median = 20), with both med and rec
 - Dispensary and growhouse

Key Findings: Stressors



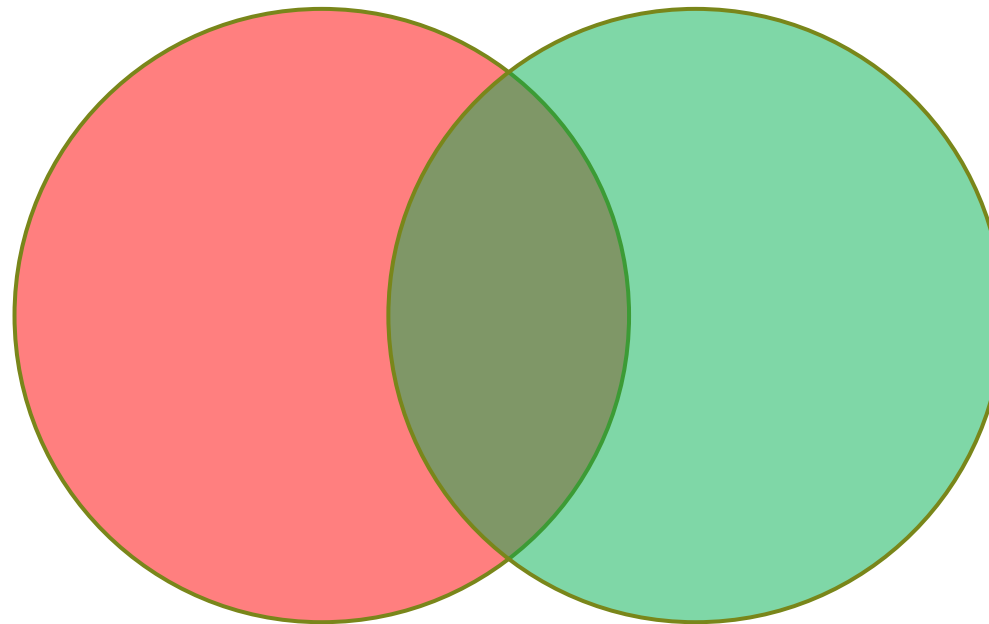
Key Findings: Outcomes



Key Findings

Stressors

- Stigma
- Job Insecurity
- Role Ambiguity
- Long Working Hrs



Outcomes

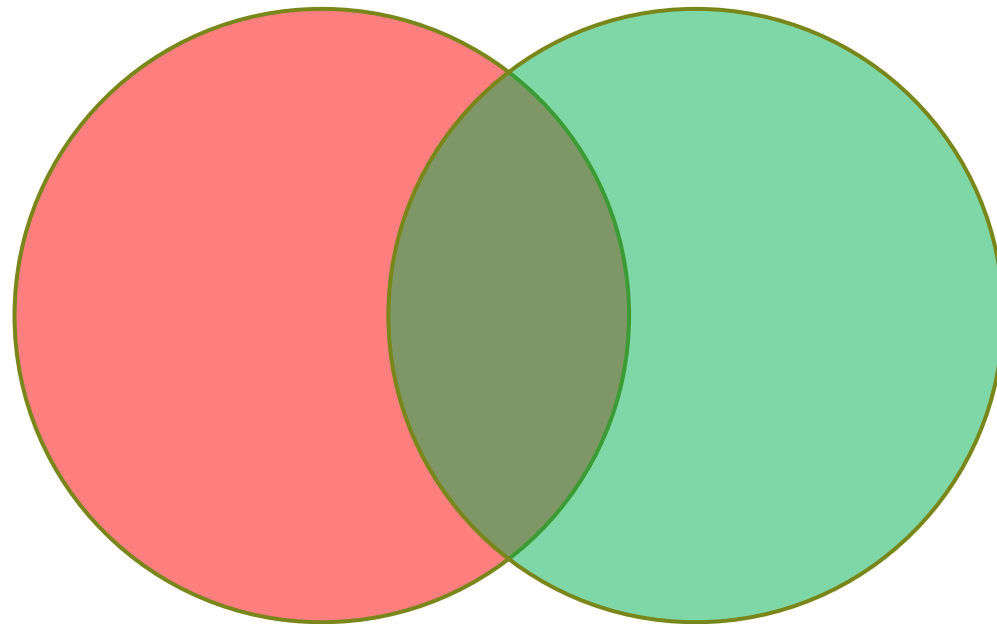
Job Sat
Org
Commitment

Burnout
Turnover
Intentions

Key Findings

Stressors

- **Stigma**
- Job Insecurity
- Role Ambiguity
- Long Working Hrs



Outcomes

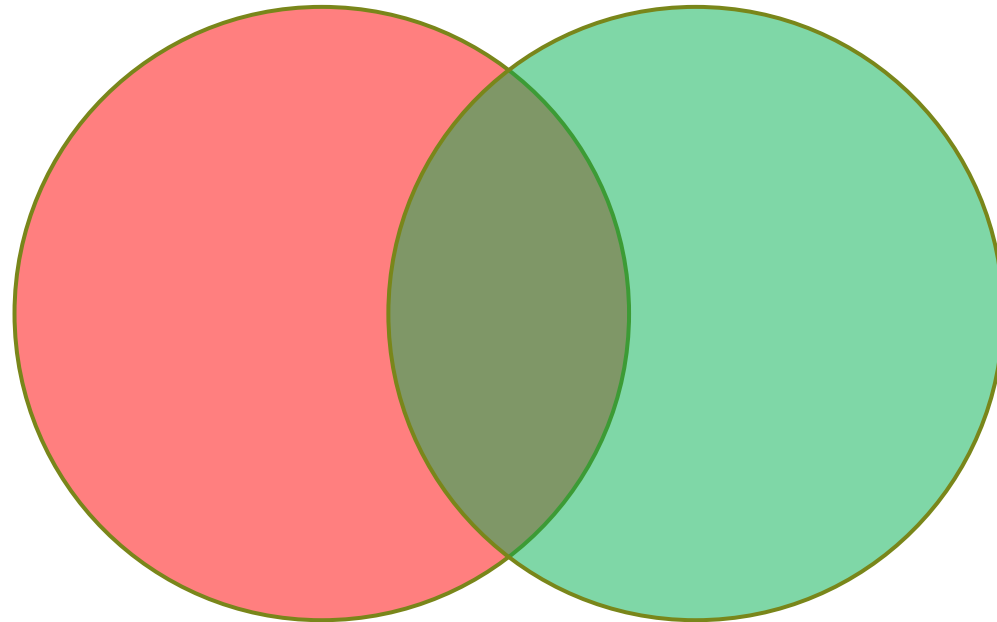
Job Sat
Org Commitment

Burnout
Turnover Intentions

Key Findings

Stressors

- Stigma
- Job Insecurity
- Role Ambiguity
- Long Working Hrs



Outcomes

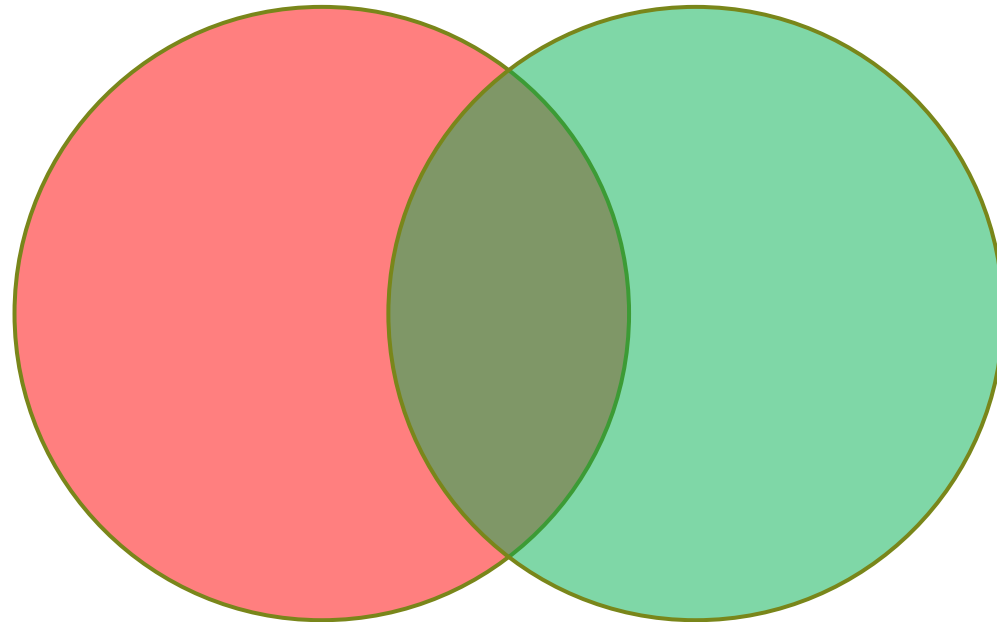
Job Sat
Org
Commitment

Burnout
Turnover
Intentions

Key Findings

Stressors

- Stigma
- Job Insecurity
- Role Ambiguity
- **Long Working Hrs**



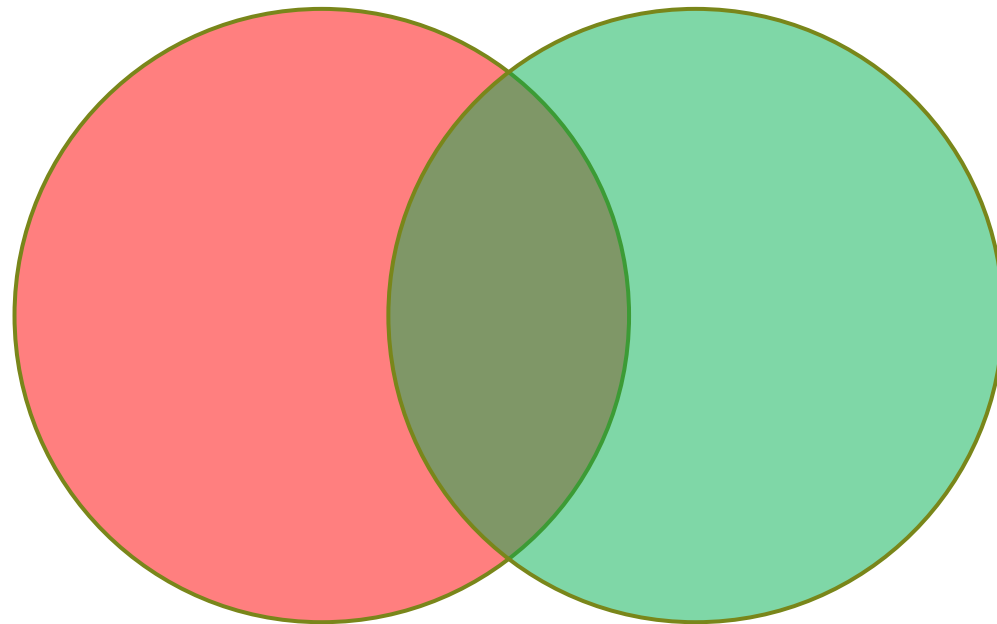
Outcomes

- Job Sat**
Org Commitment
- Burnout**
Turnover Intentions

Key Findings

Stressors

- Stigma
- Job Insecurity
- Role Ambiguity
- Long Working Hrs

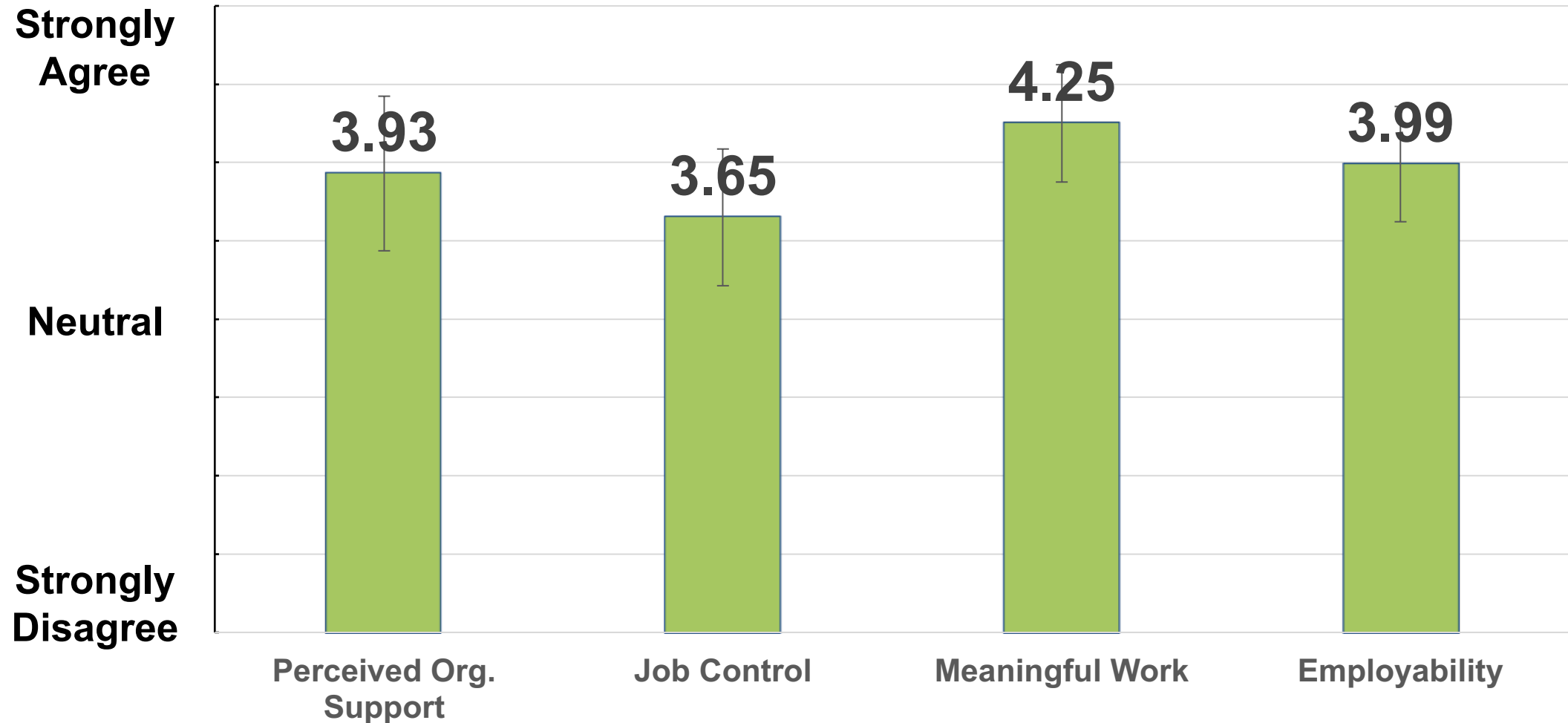


Outcomes

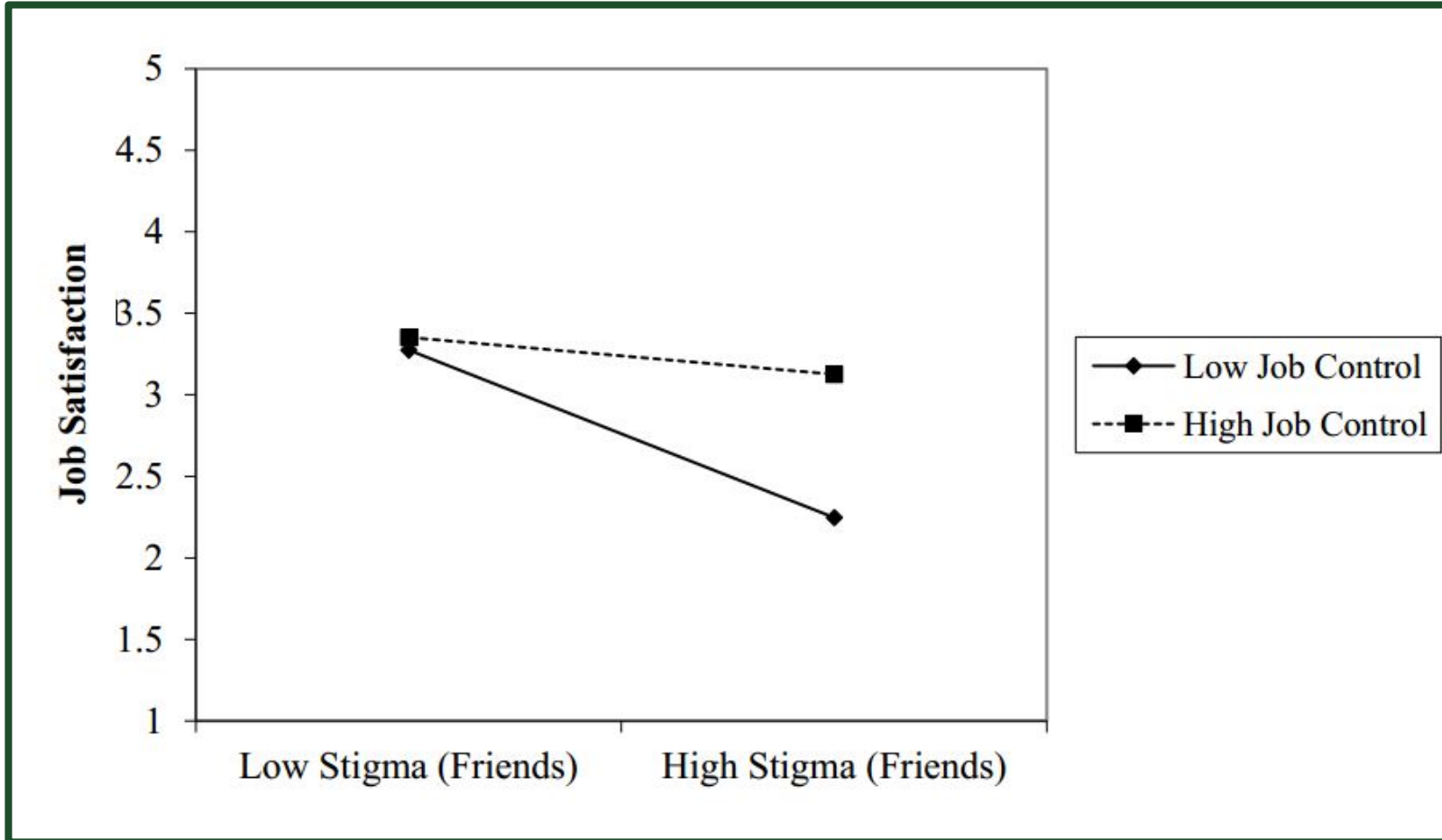
Job Sat
Org
Commitment

Burnout
Turnover
Intentions

Key Findings: Supports



Key Findings: Buffer Effects



- POS
- Job Control
- Meaningful Work
- ~~Employability~~

Key Findings: Safety

Not-So-Good News

- Safety training varies (a lot)
 - ~50%: Little or no training
- Symptoms after pesticides
- Lack of concern for hazards
- Low self-reported health
- Cannabis use



Cannabis Use in the Industry

- Two-thirds had med card
- 60% tried > 10 years ago

Average Use	%
< Once/day	17%
Once/day	21%
2-4 times/day	28%
4+ times/day	29%
Don't use	5%

**78% use at least
once a day**

Cannabis Use in the Industry

- Two-thirds had med card
- 60% tried > 10 years ago

Average Use	%
< Once/day	17%
Once/day	21%
2-4 times/day	28%
4+ times/day	29%
Don't use	5%

Use While Driving	%
Work Time	21%
Personal Time	43%

Use at least once/week	%
Before Work	49%
During Work	29%

Conclusions

- Generally satisfied, happy workforce
- Underlying H&S concerns, need more research
- Limitations due to sample size, sampling issues

Recommendations:

- Implement H&S training programs
- Provide supports to workers
- Formal policies for cannabis use at work

Acknowledgements

- NIOSH MAP ERC
- Research Team:
 - Gwen Fisher, PhD
 - Lili Tenney, MPH
 - Kurt Kraiger, PhD
 - Bryan Dik, PhD
- Lee Newman, MD
- Industry Partners
- CSU OHP Lab & RAs

Thank You!

This project was supported by Grant Number T42OH009229-08 from CDC NIOSH Mountain and Plains Education and Research Center. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the CDC NIOSH and MAP ERC.