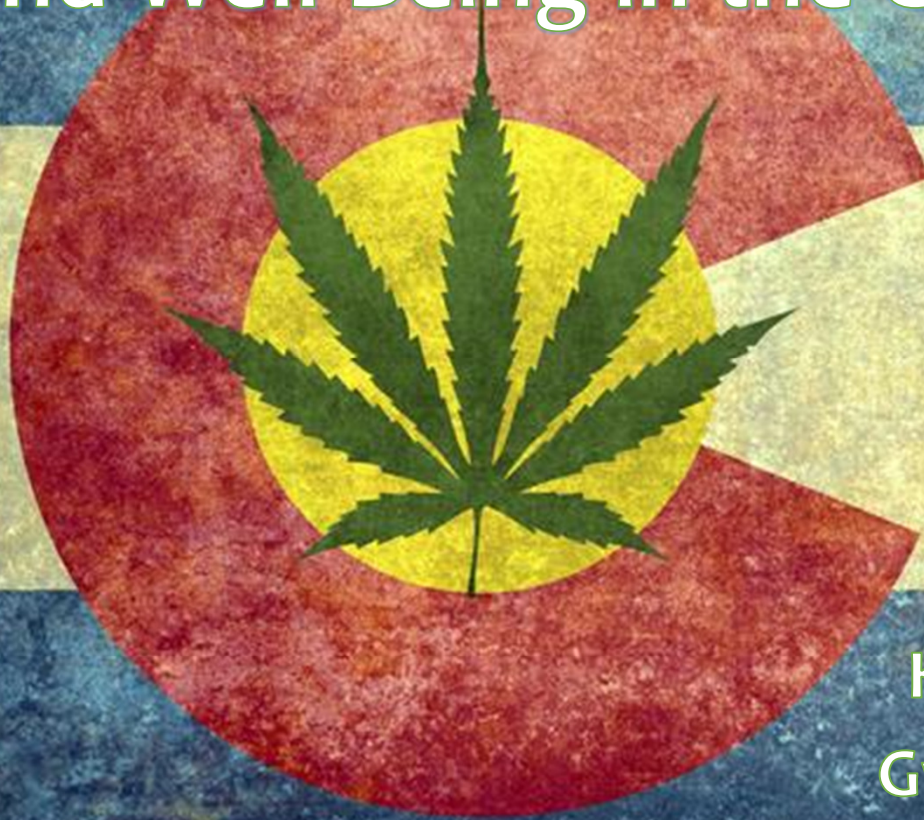


# Is the 'Grass' Greener?

## Work and Well-Being in the Cannabis Industry



Kevin M. Walters, B.S.  
Gwenith G. Fisher, Ph.D.  
Colorado State University

# Puns, puns, puns

🌿 This industry is....

🌿 **GROWING**

🌿 **BUDDING**

🌿 **FLOWERING**



# The Cannabis Industry

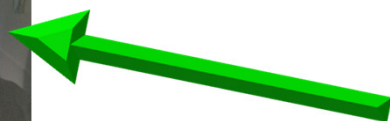
✿ Medical – Nov. 2000

✿ Recreational – Nov. 2012

How else is the industry **GREEN?**



**So, what?**



**“Bald Guy #3”**

**Fall 2013 OSEH Evaluation**

# Ain't nobody got time for that

☘ **NO** OSEH HISTORY

☘ **ONE** place...

... out of over 800



# Our Project

✿ Online survey (n=215)

✿ Who works here?

✿ Stressors, hazards, supports, outcomes?

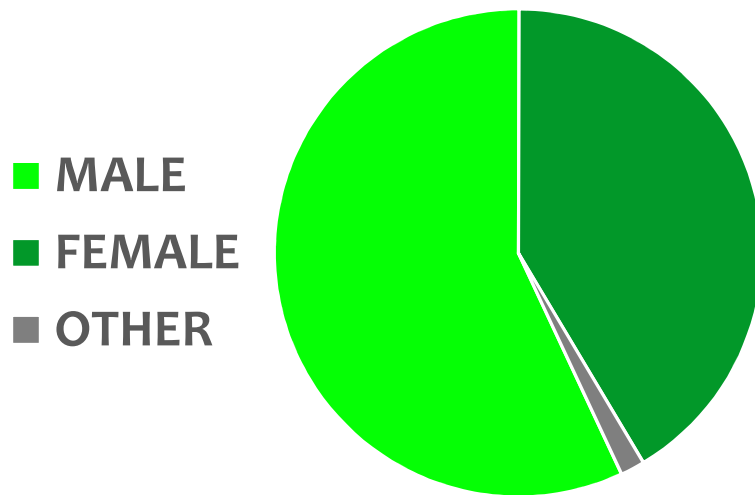
✿ Online  $\neq$  easy

r2p

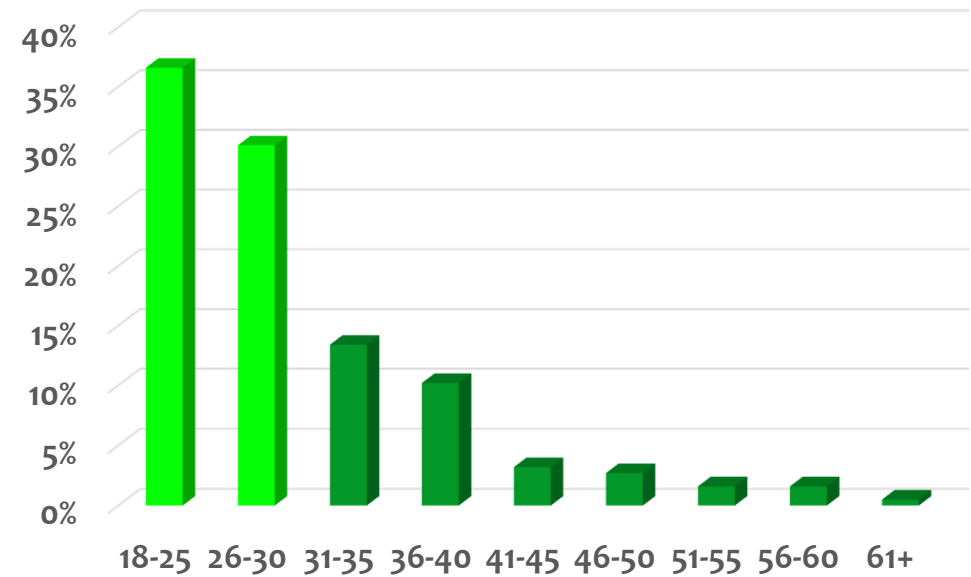
# Who are they?

🌿 57% male

## GENDER



## AGE



🌿 2/3 below age 30

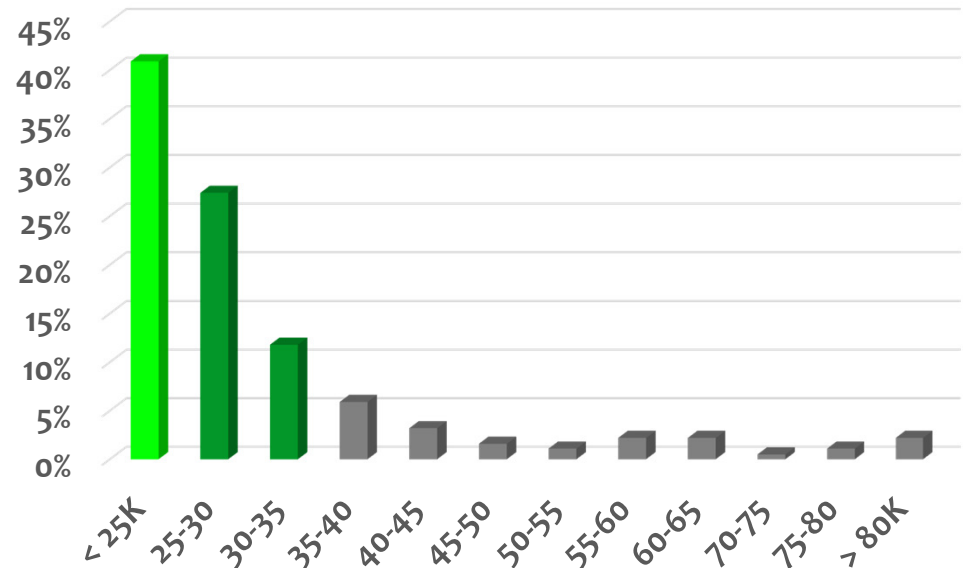
# Who are they?

- Over 75% were:
  - Caucasian
  - With some college or degree
  - Paid hourly wages
  - Working day shift

40% < \$25k/year

40% \$25-\$35k/year

## INCOME



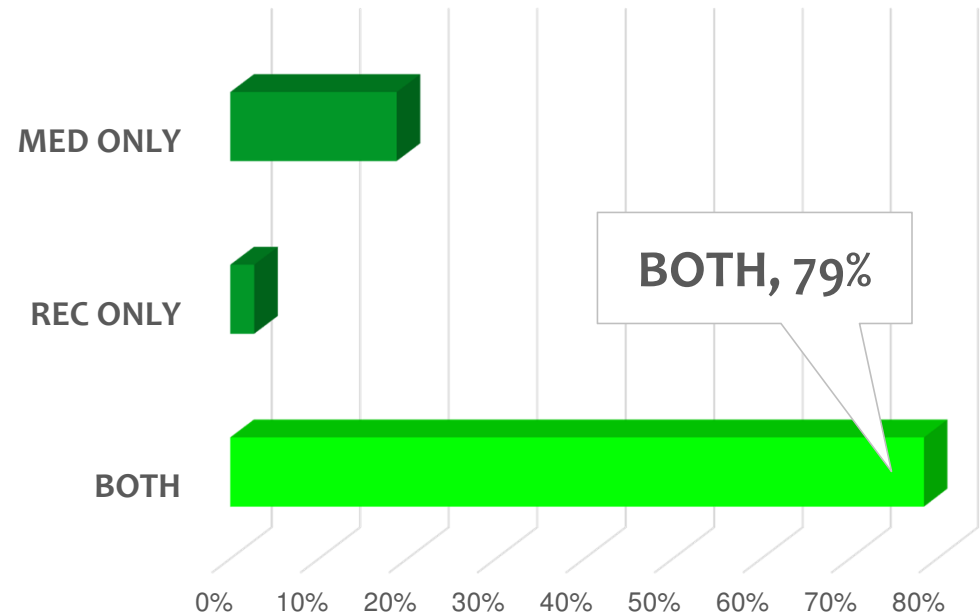


# Where do they work?

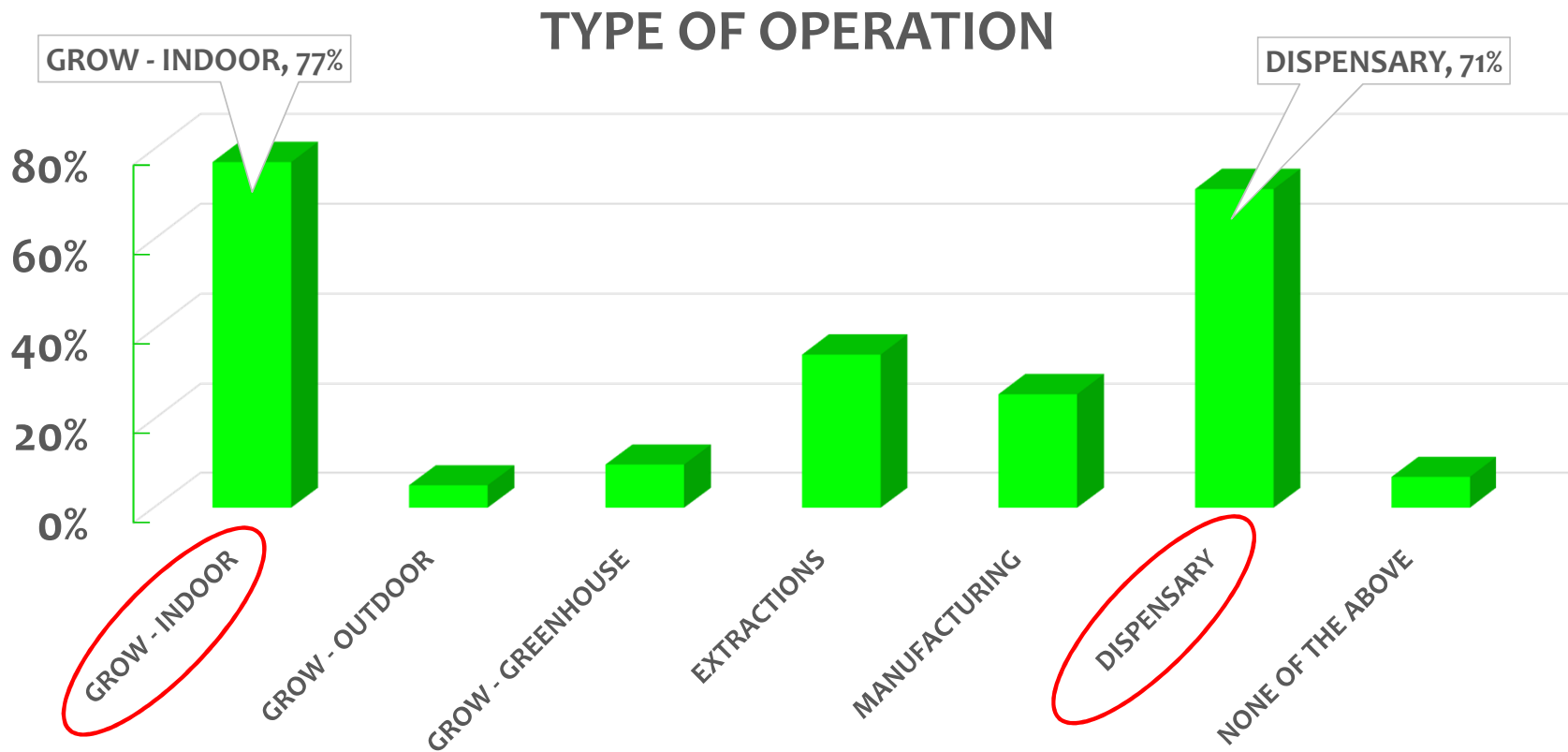
## ORGANIZATIONS

- 🌿 4.7 yrs in operation
- 🌿 # of employees
  - 🌿 Mean = 39
  - 🌿 Median = 20
  - 🌿 SD = 69
  - 🌿 Range: 1-500

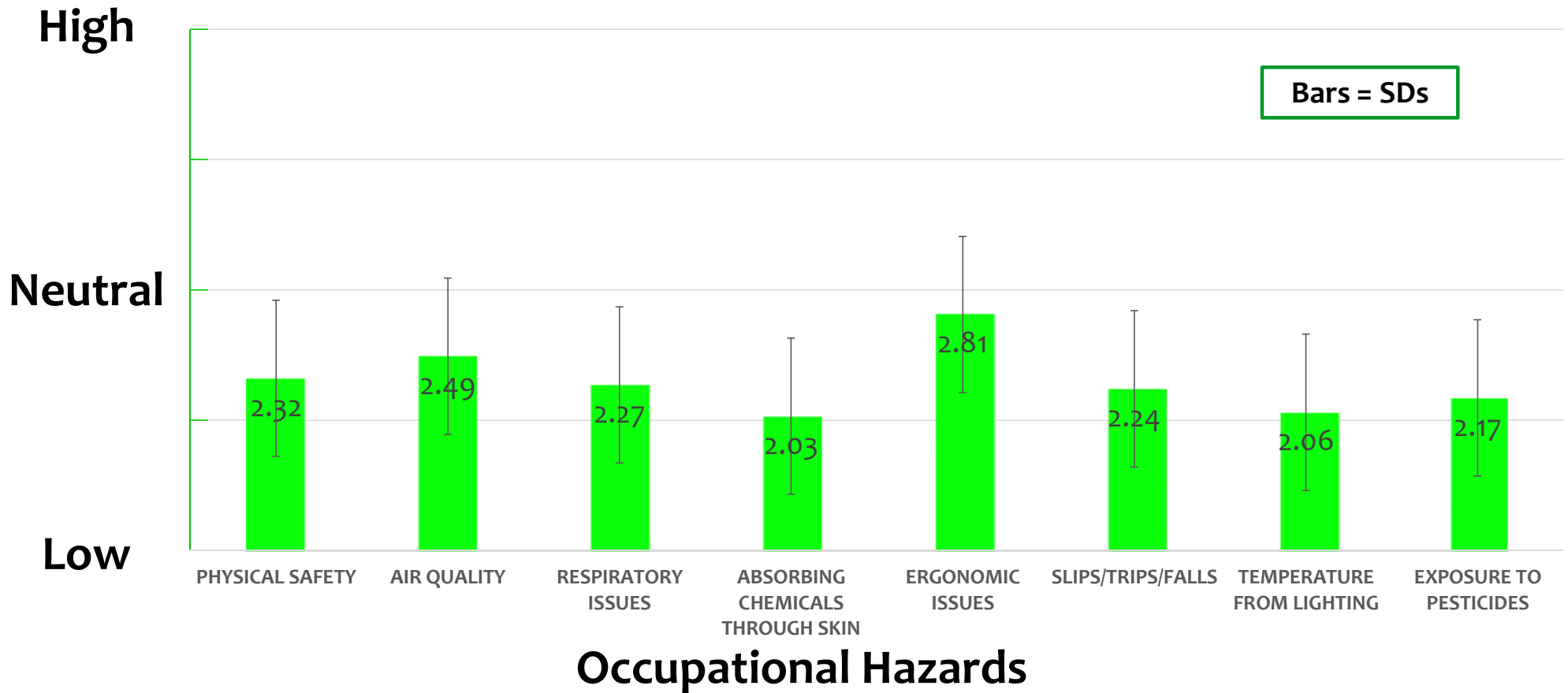
## TYPE OF CANNABIS



# Where do they work?



# Mean Self-Reported Hazard Ratings



# SYMPTOMS AFTER PESTICIDES

SYMPTOM	# SAID "YES"
→ Skin irritation	33
→ Headache/Dizzy	27
→ Eye irritation	25
Difficulty breathing	13
Chest discomfort	11
Excessively tired	8
Nausea/vomiting	8
Blurred vision	6
Excessive sweating	4
Muscle twitches	2
Nose bleed	1
→ Never had symptoms	124

# Open-Ended Hazards



Dispensary Entrance

HAZARD	# OF TIMES MENTIONED
Robbery	14
Ergonomic Issues	8
Cannabis dust / powder / mold	6
None	8

# Others???

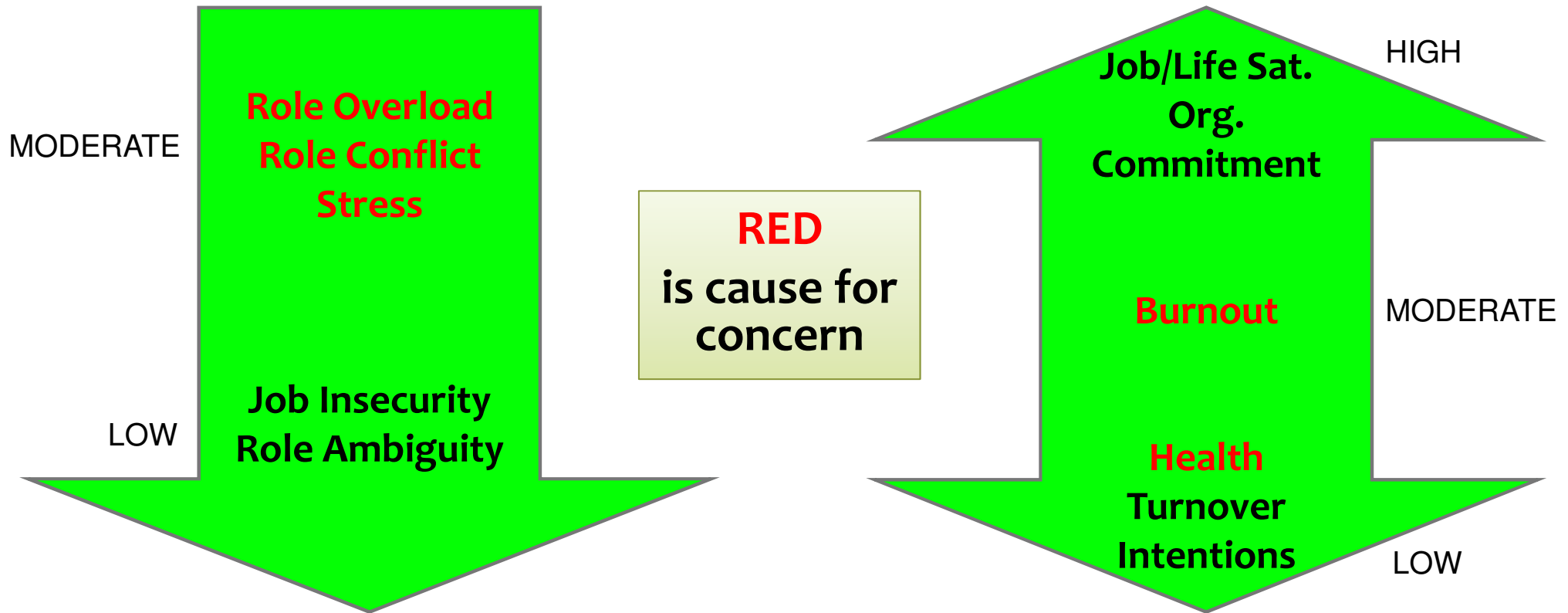
✿ Some fun ones...

✿ “Running out of **snacks** in the break room”

✿ “**NEANDERTHAL MANAGEMENT**”



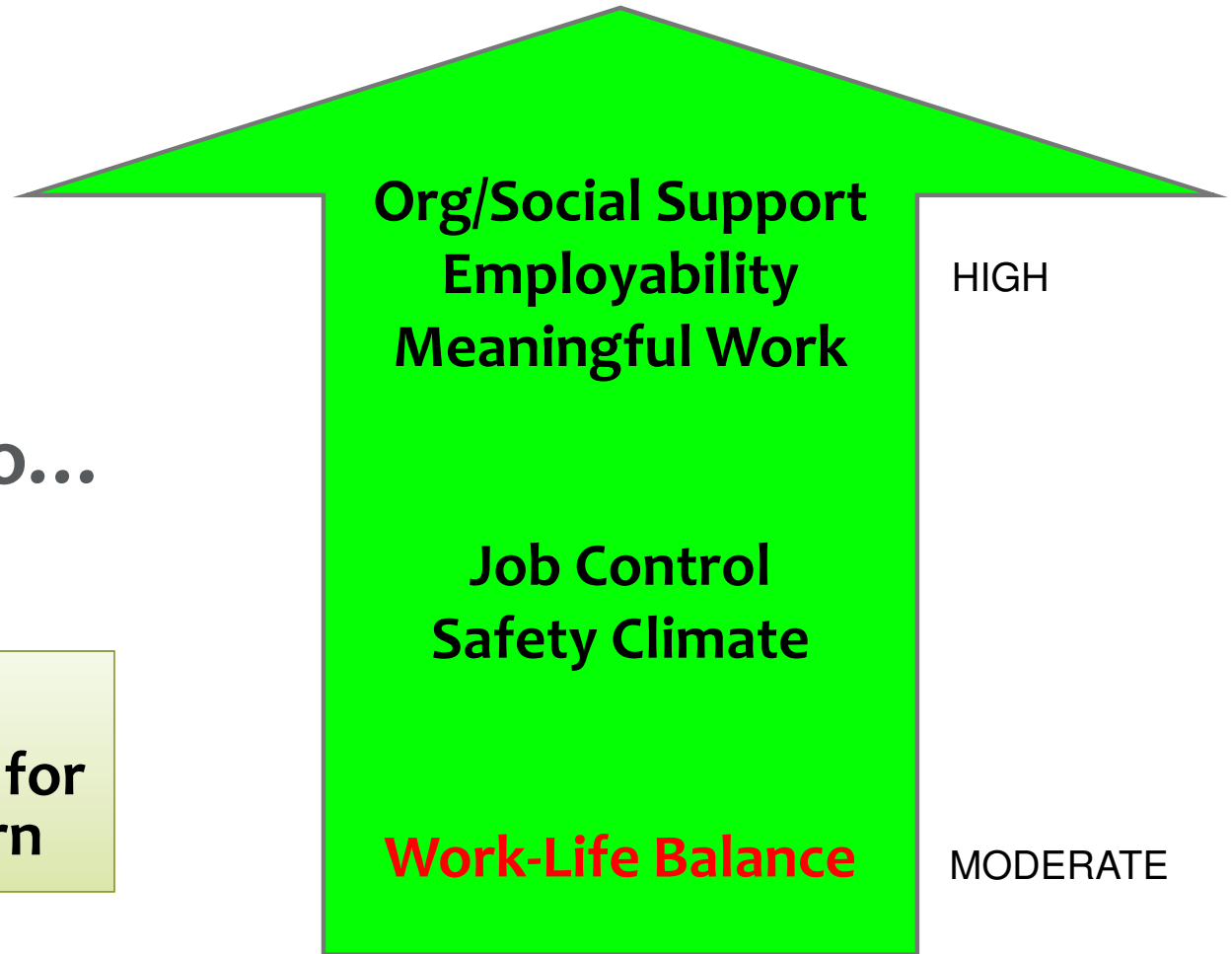
# Stressors – and – Outcomes



# Supports

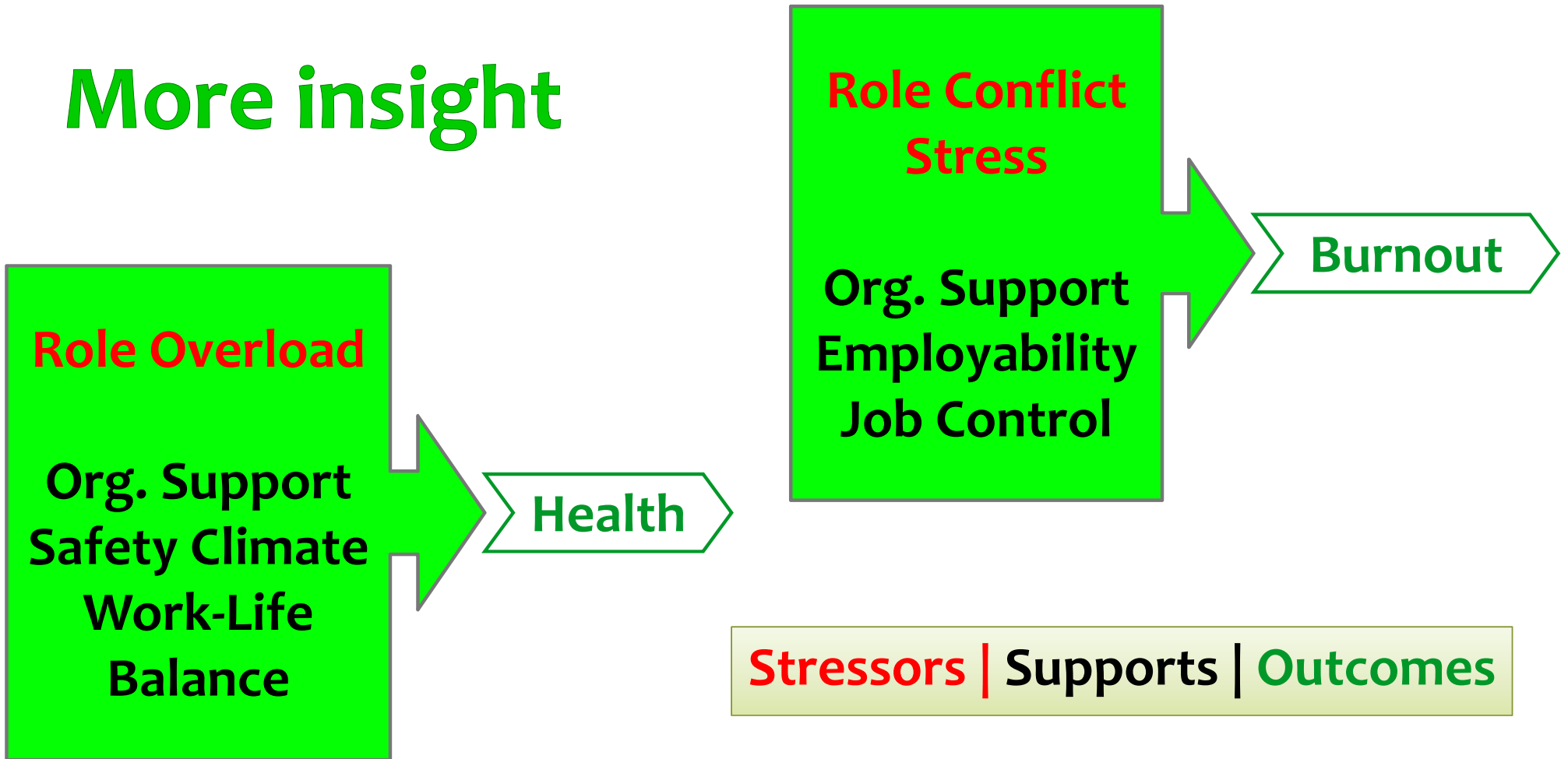
- ✿ Good news!
- ✿ Still work to do...

**RED**  
is cause for  
concern





# More insight



# Training Variability

*“5-day training”*

*“A piece of paper”*

*“Daily”*

**“NO TRAINING”: 49 TIMES**

*“A handbook”*

*“Two weeks paid”*

*“Monthly”*

# Conclusions and Future Directions

🌿 Generally - 😊

🌿 Some - 😞

🌿 Lots - ???

*“... we have literally no idea what the occupational harms may be... we can only do our best to protect ourselves.”*

*- Anonymous respondent*



# Conclusions and Future Directions

✿ Training recommendations, report

✿ Future research

✿ **MORE WORK TO BE DONE**

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