

RESPONSIBLE WORKFORCE TRAINING

– CANNABIS WORKFORCE RESPONSIBILITY KNOWLEDGE CHECK

This knowledge check is designed to help you gauge your understanding of key concepts and information presented during the Cannabis Workforce Responsibility training video.

1. **The primary responsibilities of the New York State Office of Cannabis Management include:**
 - A. Regulating adult-use cannabis only
 - B. Issuing business licenses and enforcing rules for medical cannabis
 - C. Overseeing all aspects of adult-use, medical cannabis, and cannabinoid hemp industries
 - D. Focusing solely on cannabis cultivation

2. **The primary responsibilities of the New York State Department of Labor include:**
 - A. Helping New Yorkers find the careers they will love by connecting them to employment, training, and up-skilling opportunities.
 - B. Building and supporting New York’s businesses, helping them find qualified workers and keep them informed about tools and incentives to make their businesses thrive.
 - C. Empowering and protecting New York’s workers by supporting the unemployed and by ensuring all workers have a safe workplace where they receive wages for all hours worked.
 - D. Enforcing state labor laws for minimum wage, hours of work, employment of minors, payment of wages, farm labor, nursing mothers right to express breast milk in the workplace, and more. We can issue fines and penalties, as well as investigate complaints regarding Labor Law violations.
 - E. All of the above

3. **To work in the regulated cannabis industry in New York State, you must be able to legally work in the United States, and you must be at least:**
 - A. 18 years old
 - B. 21 years old
 - C. 18 years old, but employees under 21 years old may not deliver cannabis products to consumers or have direct interaction with customers inside a retail dispensary or on-site consumption space.
 - D. No minimum age requirement

4. **(T/F) If you have experienced or witnessed a violation of New York labor law, you can file a complaint with the NYS Department of Labor’s Division of Labor Standards.**
 - A. True
 - B. False

5. **As of January 1, 2025, the minimum wage in New York for cannabis industry workers who do not qualify as tipped service workers and do not qualify as tipped food service workers is:**
 - A. \$15.00 per hour
 - B. \$16.00 per hour
 - C. \$16.50 per hour in New York City, Long Island, and Westchester, and \$15.50 per hour in the remainder of the state.
 - D. \$17.00 per hour

6. **(T/F) Employers in the cannabis industry are required to provide separate training on occupational health and safety.**
 - A. True
 - B. False

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7. **While Adult-Use and Medical cannabis are legal in New York, an employer can:**
 - A. Take disciplinary action against someone for being impaired during work hours if it lessens the performance of their duties or interferes with an employer's obligation to provide a safe and healthy workplace.
 - B. Take disciplinary action against someone using cannabis while at work, even when on break.
 - C. Prohibit employees from bringing cannabis onto the employer's property, including office space, company vehicles, and areas such as lockers, break-rooms, and desks.
 - D. All of the above

8. **If you experience discrimination at work, you have a right to:**
 - A. File a complaint with the New York Division of Human Rights, the US Department of Labor Civil Rights Center, and/or the US Equal Employment Opportunity Commission.
 - B. Seek legal advice
 - C. File a complaint with local law enforcement for sexual harassment claims
 - D. All of the above

9. **In New York, an employer cannot retaliate against an employee for reporting labor law violations. Retaliation by an employer can include:**
 - A. Termination
 - B. Having work hours cut
 - C. More intensive or critical supervision
 - D. Threats to contact immigration
 - E. All of the above

10. **A labor peace agreement in the cannabis industry is:**
 - A. An agreement between employer and employee ensuring peace at work
 - B. A required contract between a licensed cannabis business and a bona fide labor organization
 - C. Only applicable to large cannabis businesses
 - D. Not required in the cannabis industry

11. **(T/F) Regardless of what your employer calls you, your legal rights as an employee or independent contractor are based on your actual work circumstances.**
 - A. True
 - B. False

12. **Protected Leave types for employees in New York includes but is not limited to:**
 - A. Sick and Safe Leave
 - B. Paid Family Leave
 - C. Federal Family and Medical Leave (FMLA)
 - D. Expression of breast milk
 - E. All of the above

13. **My employer can ask if I can perform the major functions of the job and:**
 - A. Can ask if I have a disability
 - B. Is not obligated to make reasonable accommodations that I request
 - C. Is obligated to make reasonable accommodations that I request unless it results in undue hardship for the employer
 - D. Can discriminate against me

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14. Employers in New York are required to provide a sexual harassment complaint form, establish a sexual harassment policy, and provide:
- A. Bi-annual training
 - B. Monthly meetings
 - C. Annual training
 - D. A one-time orientation session
15. (T/F) OSHA has no jurisdiction over workplace safety in the cannabis industry.
- A. True
 - B. False
16. The following workplace hazards exist in the cannabis industry:
- A. Biological hazards
 - B. Chemical hazards
 - C. Physical hazards
 - D. Workplace violence
 - E. All of the above
17. Workplace violence in the cannabis industry can be increased due to:
- A. Handling large amounts of cash
 - B. The presence of valuable cannabis products
 - C. High-stress environments
 - D. All of the above
18. (T/F) New York's Clean Indoor Air Act allows smoking and vaping in all private indoor workplaces, including cannabis workplaces.
- A. True
 - B. False
19. (T/F) The full Responsible Workforce Training provided by your employer must include a Cannabis Product Safety and Responsibility course, this Cannabis Workforce Responsibility course, at least two (2) hours of other training intended to assist workers in conducting the business's licensed activities in a manner that protects worker and public safety, and implicit bias training or cultural competency training that lasts at least one (1) hour.
- A. True
 - B. False
20. (T/F) Adult-Use Cannabis is currently legal under federal law.
- A. True
 - B. False

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ANSWER KEY

1. c) Overseeing all aspects of adult-use, medical cannabis, and cannabinoid hemp industries
2. e) All of the above
3. c) 18 years old, but employees under 21 years old may not deliver cannabis products to consumers or have direct interaction with customers inside a retail dispensary or on-site consumption space.
4. True
5. c) \$16.50 per hour in New York City, Long Island, and Westchester, and \$15.50 per hour in the remainder of the state.
6. True
7. d) All of the above
8. d) All of the above
9. e) All of the above
10. b) A required contract between a licensed cannabis business and a bona fide labor organization
11. True
12. e) All of the above
13. c) Is obligated to make reasonable accommodations that I request unless it results in undue hardship for the employer
14. c) Annual training
15. False
16. e) All of the above
17. d) All of the above
18. False
19. True
20. False