



CITY HALL • ONE CITY HALL PLAZA • OAKLAND, CALIFORNIA 94612

Office of the Mayor
Honorable Sheng Thao

(510) 238-3141
FAX (510) 238-4731
TDD (510) 238-3254

Letter of Appointment

July 16, 2024

Dear President Bas and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has appointed the following persons as members of the following board or commission, subject to City Council confirmation:

Cannabis Regulatory Commission

Samantha Sage, to serve a two-year term on the Cannabis Regulatory Commission representing District 1 beginning August 1, 2023 and ending July 31, 2025, filling the vacant seat previously held by Javier Armas.

Zachary Gayner, to serve a two-year term on the Cannabis Regulatory Commission representing District 3 beginning August 1, 2023 and ending July 31, 2025, filling the vacant seat previously held by Taib Alaoui.

Tariq Ikharo, to serve a two-year term on the Cannabis Regulatory Commission representing District 4 beginning August 1, 2024 and ending July 31, 2026, continuing to serve on the seat previously held by himself.

Chaney Turner, to serve a two-year term on the Cannabis Regulatory Commission representing the At-Large District beginning August 1, 2024 and ending July 31, 2026, continuing to serve on the seat they currently hold.

Thank you for your assistance in this matter.

Sincerely,

Mayor Sheng Thao

Profile

Zachary

First Name

Gayner

Last Name

Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

UFCW Local 5

Employer

Strategic Researcher

Job Title

Which Boards would you like to apply for?

Cannabis Regulatory Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

While at UFCW Local 5, my primary focus has been on the cannabis industry. I analyze DCC Labor Peace Agreement data to identify fake unions that operators had been using in order to circumvent the Labor Peace Agreement requirement in Prop 64. I talk to regulators at the local (Oakland, San Francisco and San Jose as well as other localities), county, and state level to build a wholistic view of the sector including licensing and ownership structures, labor issues, political developments at all levels and economic forces influencing the market. My research has positioned me to support UFCW's lobby days, specially focused on persuading legislators to make necessary changes (i.e. address psychoactive hemp, tighten licensing requirements, ownership disclosure requirements etc) to the cannabis industry to help it thrive. This work builds on my graduate school thesis, a first of its kind study on how the legalization of cannabis and resulting protections for employees in various states enjoying off duty cannabis use, impacted the ability of employers to test for impairment while on the job (this study focused on New York but also looking at laws like AB 2188 in California). This study required analysis of current state of cannabis testing, how impairment was defined by different entities, federal laws regarding cannabis testing, collective bargaining language surrounding testing, demographic data on people who were fired for being impaired, how arbitrators would respond and a variety of other factors. I had to consider a wide array of stakeholders and opinions to inform my conclusions. As the industry is at an inflection point and is experiencing rapid transformation, I would love to be in a position to help influence it in a positive way and make sure that the industry benefits for its workers. I would take this same level of care and attention to detail that I have utilized in my thesis and professional work to help Oakland have a thriving cannabis market and culture.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Zach_Gayner_Oakland_Planning_Commission_Resume_vFinal.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Zachary M. Gayner Tel: [REDACTED] | LinkedIn RELEVANT EXPERIENCE UFCW Local 5 Strategic Researcher Bay Area, CA 2023 - Present ● Participated in 6 negotiations of Collective Bargaining across sectors (e.g. cannabis, grocery, retail) by analyzing cost data (e.g. employee hours, healthcare), managing information requests, reviewing market data, etc. ● Analyzed Labor Peace Agreement data from the Department of Cannabis Control to identify fake unions operating in bad faith to be brought up to the Agriculture Labor Relations Board ● Ongoing engagement with government officials throughout the state, including: strategies to allow regulated cannabis to survive, revitalizing Union Square, etc. ● Member of the Alameda Labor Council; engaged in political flyering and lobbying in Sacramento for Alameda Labor Council, UFCW and California Labor Federation CORNELL UNIVERSITY, SCHOOL OF INDUSTRIAL RELATIONS Contract Administration, United Steelworkers Union Corning Ithaca, NY 2022 ● Reviewed FMLA and NYS medical leave to ensure perfect attendance did not conflict with the laws; reviewed CBAs t and talked to members to strengthen grievance regarding collapsing job classifications ● Worked with the President and Vice President of the Local to understand the structure and grouping of Memorandums of Understanding and other Agreements made outside of the Collective Bargaining agreement to ensure they do not conflict, both within the Corning plant and its 7 sister plants Administrative Coordinator, Strategic Corporate Research ● Updated program application via Qualtrics, managed admissions process for 500+ applications, led applicant outreach and communications, oversaw budget, coordinated key partners and sponsors including the AFL-CIO, Housing, Dining and Building Officials, Computer Lab, Park Officials (for picnic), Transportation and Printing Research Assistant, Cornell Labor and Employment Law Program ● Led first-of-its-kind research surrounding how workplaces in NY State adapted to the legalization of recreational marijuana; executed survey and interviewed key stakeholders (e.g. arbitrators, attorneys, HR, Union Officials) ● Conducted a legal and literature review to determine scope of the issue and reviewed grievances TD BANK Assistant Vice President, Contracts Manager Mount Laurel, NJ 2019 - 2020 ● Managed negotiations internal communication processes as the liaison between external legal teams and internal relationship managers to balance sales team innovations and legal liabilities ● Led contractual review workstream for Treasury Management Services team through the evaluation of 200+ RFPs in order to identify contract exceptions that posed liabilities to the bank; over \$25M contracts accepted ● Created Access Database to track both RFP exceptions and contract negotiations data to identify negotiation pain point trends and streamline future RFP submissions ZOOMER DELIVERY (Food Delivery Start Up) City Launcher Philadelphia, PA 2015 ● Launched infrastructure expansion and developed business operations for Ithaca territory: identified real estate location, established inventory management system, recruited, trained and hired 50+ drivers, on-boarded local leadership team and integrated location tracker technology through distribution system EDUCATION CORNELL UNIVERSITY, School of Industrial and Labor Relations Master's in industrial and Labor Relations (MILR) Ithaca, NY December 2022 Concentration in Collective Representation ● ILR Alumni Association Labor Rights and Social Justice Affinity Group, Graduate Labor Organization ● Relevant Courses: Advocacy and Debate, Technological Change at Work, Contract Administration, Managing and Resolving Conflict, Labor Arbitration Bachelor of Science in Industrial and Labor Relations (ILR) May 2014 ADDITIONAL INFORMATION ● Nixthe6 (2020): Assessed police collective bargaining agreements and updated database with terms that prevent police accountability to communities they serve ● Interests include: Watching Jeopardy with my Grandfather, Trivia, Basketball, 76ers Process

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPCC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Zachary Gayner

Zachary M. Gayner

RELEVANT EXPERIENCE

UFCW Local 5

Bay Area, CA
2023 – Present

Strategic Researcher

- Participated in 6 negotiations of Collective Bargaining across sectors (e.g. cannabis, grocery, retail) by analyzing cost data (e.g. employee hours, healthcare), managing information requests, reviewing market data, etc.
- Analyzed Labor Peace Agreement data from the Department of Cannabis Control to identify fake unions operating in bad faith to be brought up to the Agriculture Labor Relations Board
- Ongoing engagement with government officials throughout the state, including: strategies to allow regulated cannabis to survive, revitalizing Union Square, etc.
- Member of the Alameda Labor Council; engaged in political flyering and lobbying in Sacramento for Alameda Labor Council, UFCW and California Labor Federation

CORNELL UNIVERSITY, SCHOOL OF INDUSTRIAL RELATIONS

Ithaca, NY

Contract Administration, United Steelworkers Union Corning

2022

- Reviewed FMLA and NYS medical leave to ensure perfect attendance did not conflict with the laws; reviewed CBAs and talked to members to strengthen grievance regarding collapsing job classifications
- Worked with the President and Vice President of the Local to understand the structure and grouping of Memorandums of Understanding and other Agreements made outside of the Collective Bargaining agreement to ensure they do not conflict, both within the Corning plant and its 7 sister plants

Administrative Coordinator, Strategic Corporate Research

- Updated program application via Qualtrics, managed admissions process for 500+ applications, led applicant outreach and communications, oversaw budget, coordinated key partners and sponsors including the AFL-CIO, Housing, Dining and Building Officials, Computer Lab, Park Officials (for picnic), Transportation and Printing

Research Assistant, Cornell Labor and Employment Law Program

- Led first-of-its-kind research surrounding how workplaces in NY State adapted to the legalization of recreational marijuana; executed survey and interviewed key stakeholders (e.g. arbitrators, attorneys, HR, Union Officials)
- Conducted a legal and literature review to determine scope of the issue and reviewed grievances

TD BANK

Mount Laurel, NJ

Assistant Vice President, Contracts Manager

2019 - 2020

- Managed negotiations internal communication processes as the liaison between external legal teams and internal relationship managers to balance sales team innovations and legal liabilities
- Led contractual review workstream for Treasury Management Services team through the evaluation of 200+ RFPs in order to identify contract exceptions that posed liabilities to the bank; over \$25M contracts accepted
- Created Access Database to track both RFP exceptions and contract negotiations data to identify negotiation pain point trends and streamline future RFP submissions

ZOOMER DELIVERY (Food Delivery Start Up)

Philadelphia, PA

City Launcher

2015

- Launched infrastructure expansion and developed business operations for Ithaca territory: identified real estate location, established inventory management system, recruited, trained and hired 50+ drivers, on-boarded local leadership team and integrated location tracker technology through distribution system

EDUCATION

CORNELL UNIVERSITY, School of Industrial and Labor Relations

Ithaca, NY

Master's in Industrial and Labor Relations (MILR)

December 2022

Concentration in Collective Representation

- ILR Alumni Association Labor Rights and Social Justice Affinity Group, Graduate Labor Organization
- Relevant Courses: Advocacy and Debate, Technological Change at Work, Contract Administration, Managing and Resolving Conflict, Labor Arbitration

Bachelor of Science in Industrial and Labor Relations (ILR)

May 2014

ADDITIONAL INFORMATION

- [Nixthe6](#) (2020): Assessed police collective bargaining agreements and updated database with terms that prevent police accountability to communities they serve
- Interests include: Watching Jeopardy with my Grandfather, Trivia, Basketball, 76ers Process

Profile

Samantha

First Name

Sage

Last Name

Middle
Initial

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Primary Phone

Alternate Phone

Kind Philanthropy

Employer

Founder

Job Title

Which Boards would you like to apply for?

Cannabis Regulatory Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My personal dedication to Cannabis access and drug reform started at a young age. My mother was an activist and worked with compassion programs to make sure that medicine was available to those in need, including people like herself who suffered PTSD and anxiety. My father went to prison for drug-related activities when I was a child, so my passion for ending the war on drugs is personal and meaningful. On the commission I will contribute with both my personal and profession experiences. When I was just 18 I moved to Oakland to go to the CA College of the Arts where I worked with nonprofit arts and social justice organizations while a candidate for a BA in Community Arts. Today I am a nonprofit consultant with a Master's degree in Nonprofit Leadership from USF School of Management. While I was at USF I had my first professional job in the Cannabis industry as a sales manager with a local Bay Area company. Before then I worked on farms and as an activist, and was educated from my youth about the medicinal uses of the plant. In 2019 I started Kind Philanthropy, a social enterprise that elevates social impact in the Cannabis Industry. My combined knowledge of Cannabis and the nonprofit sectors allow me to bring solutions to both areas. Corporate Social Responsibility and adhering to the UN's Sustainable Development Goals is vital to the wellness of both the social sector, and the emerging Cannabis industry. As an expert in these areas, I look forward to offering my knowledge to the Commission as a voice for the Oakland community.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Samantha Sage -
CV 2021_1 .pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Samantha Sage - Dankemeyer, MNA, CFA

Samantha Sage uses technology, innovation and creativity to create solutions for social impact. With over 15 years as an entrepreneur in the social sector, the Cannabis industry, and the arts, Sage provides leadership and problem-solving skills to projects. As a public speaker, content creator, artist, and activist, Sage shares her knowledge on podcasts, radio and at conferences. Sage is a second-generation Cannabis activist, raised in a farming family in Northern California. At a young age she was savvy about the plant, and as an adult combines her dedication to social responsibility and knowledge of Cannabis as the founder of Kind Philanthropy.

Education

University of San Francisco School of Management

Masters: Nonprofit Leadership and Social Entrepreneurship

California College of the Arts

Bachelors of Arts: Community Arts

Social Sector Leadership

15 years

- Founded of Kind Philanthropy, providing tools and resources for social responsibility in the Cannabis and Psychedelic sectors: www.kindphilanthropy.org
- Developed high-functioning fundraising strategies for nonprofits
- Drafted over 100 grants, working on teams to obtain over a million dollars for the arts and social justice projects
- Consulted nonprofits in marketing strategies and technology
- Website design and copywriting language for nonprofits and small businesses
- Managed volunteers and staff for effective project implementation
- Consulted on effective communications and campaign design

Cannabis Industry Experience

20 years

- Media executive with the top Cannabis lifestyle magazine in the United States before transitioning to an advisory role to increase cultural diversity in the company
- Executive assistant, sales and accounts management for a company producing topicals and vape products and concentrates
- Marketing and events producer at a Cannabis lounge and delivery service
- Customer service specialist with a Cannabis delivery service
- Farm worker, manicurist and grower at family and colleague's farms

Profile

Tariq _____ E _____ Ikharo _____
First Name Middle Initial Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Primary Phone

Alternate Phone

Randstad _____ Security officer _____
Employer Job Title

Which Boards would you like to apply for?

Cannabis Regulatory Commission: Appointed

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I personally have family members who were convicted as felons for possession of marijuana before measure z took place in 2004. The goal is to push for more individuals to get proper licensing so that getting in trouble is minimized, but the system has to do its part also by taxing properly and regulating . My friend Josh Chase is the owner of Oakanna on lakeshore in Oakland, and we speak often about how far the marijuana industry has saved a lot of lives due to the implementation of measure Z publicly and privately.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Upload a Resume

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I Agree *

Profile

Chaney

First Name

Turner

Last Name

Middle Initial

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Primary Phone

Alternate Phone

Self

Employer

Founder

Job Title

Which Boards would you like to apply for?

Cannabis Regulatory Commission: Appointed

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

As an East Oakland native, equity thought leader and cannabis advocate. I am passionate about Oakland, it's culture and people. I believe that cannabis has the power to transform communities that have been harmed by the drug war, both medicinally and economically. 4 years ago I co-founded a cannabis company whose main focus was on equity. I'm a member of the National Cannabis Industry Association's Policy Council. I've lobbied both local and nationally advocating for equity, taxes & regulation. My professional experience and unique skills would be a great asset to the cannabis commission. Thanks in advance for your consideration and I look forward to hearing from you.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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I Agree *


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY
MAYOR SHENG THAO

**RESOLUTION CONFIRMING THE REAPPOINTMENT OF
CHANNEY TURNEY AND TARIQ IKHARO AND APPOINTMENT
OF SAMANTHA SAGE AND ZACHARY GAYNER AS MEMBERS
OF THE CANNABIS REGULATORY COMMISSION**

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council; and

WHEREAS, the Oakland Cannabis Regulation and Revenue Act, also known as Measure Z (and hereinafter referred to as “Ordinance”), adopted by the voters of Oakland, November 2, 2004, in the General Municipal Election, created the Cannabis Regulatory Commission to oversee the Ordinance's implementation and make recommendations to the City Council regarding implementation of City licenses, taxes, and regulations for adult use of cannabis; and

WHEREAS, the Oakland Cannabis Regulation and Revenue Act specifies that members of the Cannabis Regulatory Commission are to be appointed one by the Mayor, one by the City Auditor, one by the City Administrator, and one from each Member of the City Council, to serve unlimited two-year terms; and

WHEREAS, for the members that will be appointed or reappointed pursuant to this Resolution, each one has been selected for appointment by the various applicable Councilmembers and the Mayor; and

WHEREAS, that Ordinance Number 12694 C.M.S., which established the Procedures of the CRC, provides in relevant part “. . . that an appointment to fill a vacancy shall be for the unexpired terms only”; and

WHEREAS, the Honorable Mayor Sheng Thao has reappointed Chaney Turner and Tariq Ikharo to serve two-year terms subject to confirmation by the City Council, and has appointed

Samantha Sage and Zachary Gayner to serve two-year terms subject to confirmation by the City Council; now, therefore, be it

RESOLVED: That pursuant to City Charter Section 601, the City Council hereby confirms the following Mayoral appointments to the Cannabis Regulatory Commission:

Samantha Sage, to serve a two-year term on the Cannabis Regulatory Commission representing District 1 beginning August 1, 2023 and ending July 31, 2025, filling the vacant seat previously held by Javier Armas; and

Zachary Gayner, to serve a two-year term on the Cannabis Regulatory Commission representing District 3 beginning August 1, 2023 and ending July 31, 2025, filling the vacant seat previously held by Taib Alaoui; and

Tariq Ikharo, to serve a two-year term on the Cannabis Regulatory Commission representing District 4 beginning August 1, 2024 and ending July 31, 2026, continuing to serve on the seat previously held by himself; and

Chaney Turner, to serve a two-year term on the Cannabis Regulatory Commission representing the At-Large District beginning August 1, 2024 and ending July 31, 2026, continuing to serve on the seat they currently hold.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, JENKINS, KALB, KAPLAN, REID,
RAMACHANDRAN, AND PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California