

# Supervisors at Eaze Earn Less Than Their Teams, Workers Say

## Shift Supervisors at Eaze Left in Limbo Amid Backlash Over Pay

The largest cannabis delivery service in the U.S., Eaze, is facing increasing backlash in Southern California as shift supervisors report being paid less than the workers they oversee. Many claim they are struggling to make ends meet on stagnant wages while also dealing with the company's resistance to their efforts to unionize.

In 2023, nearly 600 delivery drivers at Eaze voted to unionize with [the United Food and Commercial Workers \(UFCW\)](#), securing a contract after threatening to strike in April. Since then, an additional 100 drivers and staff at other California depots have joined UFCW Local 770, while drivers in Sacramento aligned with the Teamsters in March. However, shift supervisors have found themselves in a precarious position, waiting for decisions from the National Labor Relations Board.

### Supervisors Caught in Management Debate

Eaze has argued that supervisors cannot unionize because they hold management roles. Yet, many workers assert that their low pay and lack of authority should qualify them for union representation. "I am not making enough money to survive," said one anonymous shift supervisor in Los Angeles. "I'm on food stamps, but those benefits have started to decrease. I can't afford to repair my car or eat out."

Supervisors at Eaze report they are currently earning about \$18 an hour, just above the \$17.24 minimum wage in Los Angeles County. Efforts to secure raises have reportedly been ignored, with workers seeking \$27 an hour during negotiations, willing to settle for \$25 with a structured annual wage increase.

### Rising Tensions and Financial Struggles

As tensions rise, supervisors describe feeling undervalued and overburdened. "They see us as the lowest on the totem pole," one supervisor stated. "They treat us as if we are extremely replaceable, adding responsibilities every day without any additional compensation."

Other supervisors have noted that delivery drivers, who now make over \$20 an hour plus tips, earn more than those in management roles. "It's embarrassing that I'm supposed to be your supervisor, but I need to borrow money from you to make it to work," one lamented.

### Workplace Conditions Deteriorating

Conditions at Eaze depots have also raised concerns. Supervisors report pest infestations and understaffing, which exacerbate their workloads. "When a manager does decide to show up, it feels like an absentee parent trying to spend time with their kid," one supervisor remarked.

Health concerns are also prevalent, with another supervisor explaining that they have delayed medical care due to out-of-pocket costs. “We’re currently fighting for a wage raise, but there’s been no confirmation from the company,” they said, contrasting their situation with that of workers in other industries.

### **Union Support and Company Response**

A unionized driver expressed disappointment over the exclusion of supervisors from union representation, stating, “They’re clearly being taken advantage of.” The driver noted that the disparity in pay and authority has negatively impacted workplace morale.

Eaze declined to comment on the record regarding the situation. The company recently sold its assets at auction amid ongoing investor disputes and claims to be working with new ownership to maintain operations while complying with the collective bargaining agreement with UFCW.

As the cannabis industry continues to grow, the struggle at Eaze underscores the importance of fair treatment and adequate pay for all workers, particularly those in management positions.

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