

Date of Hearing: April 8, 2026

ASSEMBLY COMMITTEE ON LABOR AND EMPLOYMENT

Liz Ortega, Chair

AB 2150 (Haney) – As Amended March 19, 2026

**SUBJECT:** Employment: training requirements: opioid overdose reversals

**SUMMARY:** Requires any employer operating in this state that requires cardiopulmonary resuscitation (CPR) certification training of its employees to also require those employees to take a separate online video module training on the use of naloxone offered by the American Heart Association or the American Red Cross to increase the rate of opioid overdose reversals. Each employer shall pay for the costs of the training and the Emergency Medical Services Authority (EMSA) shall oversee the training curriculum.

**EXISTING LAW:**

- 1) Establishes within the Health and Welfare Agency the EMSA, which is responsible for the coordination and integration of all state activities concerning emergency medical services. Health and Safety Code §1797.1.
- 2) Establishes the Division of Occupational Safety and Health (Cal/OSHA) within the Department of Industrial Relations to, among other things, propose, administer, and enforce occupational safety and health standards. Labor Code §6308.
- 3) Requires, under the California Occupational Safety and Health Act, an employer to: a) Furnish employment and a place of employment that is safe and healthful for its employees. b) Furnish and use safety devices and safeguards, and to adopt and use practices, means, methods, operations, and processes, which are reasonably adequate to render employment and the place of employment safe and healthful. c) Do everything reasonably necessary to protect the life, safety, and health of employees. Labor Code, § 6300 et seq.
- 4) Requires Cal/OSHA, before December 1, 2027, to submit a draft rulemaking proposal to revise Sections 1512 and 3400 of Title 8 of the California Code of Regulations to require first aid materials in a workplace to include naloxone hydrochloride or another opioid antagonist approved by the United States Food and Drug Administration to reverse opioid overdose and instructions for using the opioid antagonist. Labor Code §6723(a).
- 5) Requires Cal/OSHA, in drafting the rulemaking proposal, to consider, and provide guidance to employers on, proper storage of the opioid antagonist in accordance with the manufacturer's instructions. Labor Code §6723(b).
- 6) Requires the Occupational Safety and Health Standards Board to consider for adoption revised standards for the standards described in 4) above on or before December 1, 2028. Labor Code §6723(c).

**FISCAL EFFECT:** Unknown.

**COMMENTS:** The opioid crisis spans across many facets of daily life. The workplace is no exception. As stated in the author’s background materials, as of 2022, “workplace overdose deaths in California accounted for 18% of the state’s workplace deaths, which is significantly higher than the national average of 11%.”<sup>1</sup> Put another way, overdoses at work are “causing more fatalities than falls at construction sites or being hit by machinery, and in 2022 were second only to car crashes and other transportation incidents.”<sup>2</sup> In addition, opioid overdose deaths are overrepresented among young people. California Department of Public Health’s Overdose Surveillance Dashboard in 2022 reported that the rate of opioid overdose deaths among youth ages 10 to 19 increased by 407% between 2018 and 2020, while emergency department visits for opioid overdoses among youth also tripled during that time.<sup>3</sup>

According to the author, “AB 2150 addresses a critical gap in our response to the opioid crisis by ensuring that the people most likely to be present during an overdose are equipped to act. While existing law requires naloxone to be available in many workplaces, employees are often not trained to recognize an overdose or administer this lifesaving medication. This bill simply builds on existing CPR certification requirements by adding a brief, practical training on opioid overdose response. By preparing staff in schools, libraries, and workplaces to act quickly, AB 2150 empowers bystanders to intervene in those critical moments when lives can still be saved.”

The author continues, “Underserved and marginalized communities are disproportionately impacted by the opioid epidemic, often residing in service-deficient areas that limit their ability to receive adequate help when an overdose occurs. Specifically, these groups often face longer wait times for emergency personnel to arrive, are in areas where medical authorities are scarce, and struggle to access culturally competent care during the emergency. This bill would expand the population of workers who can effectively detect and administer naloxone to reverse the consequences of an overdose early on, significantly lowering the rates of harmful health outcomes.”

*A note on the training required under this bill*

The online training on the use of naloxone provided by the American Heart Association or the American Red Cross runs about 15-45 minutes depending on the provider. According to the American Heart Association’s website, some of the topics to be addressed include:

- Identifying prescription and illegal opioids
- Recognizing why opioids are so addictive
- Identifying a possible overdose and how to respond to it
- Understanding what naloxone is, how it works, and how to give it to someone who has overdosed on opioids
- Recognizing the importance of treatment options after an opioid overdose

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<sup>1</sup> CalMatters, “Fewer California Workers Were Dying on the Job. The Fentanyl Happened.” December 11, 2024. [How the opioid crisis is killing California workers - CalMatters.](#)

<sup>2</sup> *Ibid.*

<sup>3</sup> CDPH. California Overdose Surveillance Dashboard <https://skylab.cdph.ca.gov/ODdash/> (Last Updated: July 2022)

## Arguments in Support

The California Association of Alcohol and Drug Program Executives, sponsor of the bill, states, “AB 2150 requires employers whose employees must maintain CPR certification for their occupations to also provide an opioid overdose response training module from the American Heart Association or the American Red Cross. By including naloxone education, this enhances staff’s ability to recognize and respond to opioid overdoses on site. This will significantly reduce overdose rates and increase the number of bystanders that are equipped to administer this life-saving medication.”

## Arguments in Opposition

None on File.

## Prior Legislation

AB 1976 (Haney) Statutes of 2024, Chapter 689 requires Cal/OSHA, before December 1, 2027, to submit a draft rulemaking proposal to revise specified regulations on first aid materials and emergency medical services to require first aid materials in a workplace to include naloxone hydrochloride or another opioid antagonist approved by the United States Food and Drug Administration to reverse opioid overdose and instructions for using the opioid antagonist.

AB 1915 (Arambula) of 2024 would have required the State Department of Public Health to develop an opioid overdose training program and program toolkit, as defined, to be made available to public high schools for public high school pupils to be trained on how to identify and respond to an opioid overdose, including by administering a federally approved opioid overdose reversal medication, as provided. The bill died in Assembly Appropriations Committee.

AB 1841 (Weber) Statutes of 2024, Chapter 942 requires the governing board of each community college district and the Trustees of the California State University to notify, by sending an email at the beginning of each academic semester or term, students of the presence and location of opioid overdose reversal medication and that each residential advisor and house manager, or the equivalent position, has received opioid overdose prevention and treatment training. The bill would also require that each campus train all students who live on campus on the use of opioid overdose reversal medication during student orientation for each academic semester or term.

SB 10 (Cortese) Statutes of 2023, Chapter 856 requires, among other things, a comprehensive school safety plan, and the school safety plan of a charter school, for a school serving pupils in any of grades 7 to 12, inclusive, to include the development of a protocol in the event a pupil is suffering or is reasonably believed to be suffering from an opioid overdose.

SB 367 (Hurtado) Statutes of 2022, Chapter 218 requires the governing board of each community college district and the Trustees of the California State University, in collaboration with campus-based and community-based recovery advocacy organizations, to additionally provide, as part of established campus orientations, educational and preventive information provided by the State Department of Public Health about opioid overdose and the use and location of opioid overdose reversal medication to students at all campuses of their respective segments.

**REGISTERED SUPPORT / OPPOSITION:**

**Support**

California Association of Alcohol and Drug Program Executives (Sponsor)

Everyday Responder Project

Glide

Young People in Recovery

**Opposition**

None on File.

**Analysis Prepared by:** Megan Lane / L. & E. /