

Date of Hearing: April 29, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

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

Policy Committee: Labor and Employment

Vote: 7 - 0

Urgency: No

State Mandated Local Program: No

Reimbursable: No

**SUMMARY:**

This bill requires an employer that requires an employee to take cardiopulmonary resuscitation (CPR) certification training to additionally require that employee to take certain training on the use of naloxone.

Specifically, this bill requires an employer to require that employee to take an online video module training on the use of naloxone offered by the American Heart Association (AHA) or American Red Cross (ARC) and requires the Emergency Medical Services Authority (EMSA) to oversee the online training curriculum.

**FISCAL EFFECT:**

- 1) Minor and absorbable costs to the Division of Occupational Safety and Health (Cal/OSHA) to ensure employer compliance with the training requirement.
- 2) Minor and absorbable costs to EMSA to draft the curriculum for training on the use of naloxone, which the AHA and ARC online video module must include to satisfy this bill's training requirement.

However, this bill does not specify that EMSA “draft” the training curriculum, but that EMSA “oversee” the training curriculum. To the extent the author intends EMSA’s oversight of the training curriculum to be more significant than simply drafting the curriculum, such as requiring EMSA to certify the training, EMSA could incur more significant costs, possibly in excess of \$150,000.

**COMMENTS:**

- 1) **Purpose.** According to the author:

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.

This bill is sponsored by the California Association of Alcohol and Drug Program Executives and supported by other service providers and emergency response organizations.

- 2) **Background. CPR Certification.** Existing regulations require an employer to ensure there are an adequate number of employees trained as first aid providers at each worksite during each work shift, unless the employer can demonstrate that outside first aid providers (emergency medical services) can reach the worksite within five minutes. The employer must ensure that the employee serving as a first aid provider is trained, including in CPR. Additionally, existing regulations require all employees in certain professions to have CPR certification, including healthcare workers, educators and childcare providers, personal trainers, and at least one person on a construction crew.

**Naloxone.** Existing regulations require adequate first aid materials be readily available for employees on every job. The materials must be kept in a sanitary and usable condition, frequently inspected, and replenished as necessary. AB 1976 (Haney), Chapter 689, Statutes of 2024, requires Cal/OSHA submit to the Occupational Safety and Health Standards Board (OSHSB) a 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 or another opioid antagonist and instructions for use. Cal/OSHA must submit the proposal by December 1, 2027, and OSHSB must consider the standards for adoption by December 1, 2028. Although the law does not yet require naloxone at certain workplaces, access to naloxone at places generally is more common in light of the opioid crisis. This bill requires an employee that must take CPR certification training to additionally take AHA or ARC training on the use of naloxone.

**Analysis Prepared by:** Irene Ho / APPR. / (916) 319-2081