

ASSEMBLY THIRD READING

AB 2150 (Haney)

As Amended May 18, 2026

Majority vote

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 the costs of the training.

Major Provisions

- 1) Requires any employer operating in this state that requires 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 the costs of the training.
- 2) States that the training required in 1) above shall be separate from the existing CPR-training curriculum.
- 3) Requires the Emergency Medical Services Authority (EMSA) to review and approve the online video module trainings described in 1), above, to ensure that the training includes, at a minimum, all of the following:
 - a) Recognition of the signs and symptoms of an opioid overdose.
 - b) Appropriate response actions, including emergency procedures.
 - c) Proper administration of naloxone or other opioid antagonists approved by the United States Food and Drug Administration.
- 4) Requires EMSA's role to be limited to approving the training content for consistency with these minimum standards and to not include administration, enforcement, or ongoing monitoring of employer compliance with 1) above.
- 5) Requires the Division of Occupational Safety and Health (Cal/OSHA) to enforce 1) above.
- 6) States that Cal/OSHA is not required to adopt new regulations or establish a new program to implement 1) above and enforcement shall occur as part of Cal/OSHA's existing inspection and enforcement activities.

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%."¹ 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."² 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.

According to the Author

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."

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.

FISCAL COMMENTS

According to the Assembly Appropriations Committee,

- 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.

VOTES

ASM LABOR AND EMPLOYMENT: 7-0-0

YES: Ortega, Lackey, Chen, Elhawary, Kalra, Lee, Ward

¹ CalMatters, "Fewer California Workers Were Dying on the Job. The Fentanyl Happened." December 11, 2024. How the opioid crisis is killing California workers - CalMatters.[<https://calmatters.org/economy/2024/12/opioid-crisis-california-workplace-deaths/>]

² *Ibid.*

ASM APPROPRIATIONS: 11-0-4

YES: Wicks, Aguiar-Curry, Calderon, Caloza, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache

ABS, ABST OR NV: Hoover, Dixon, Ta, Tangipa

UPDATED

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