

CONCURRENCE IN SENATE AMENDMENTS

AB 2150 (Haney)

As Amended August 21, 2026

Majority vote

SUMMARY

Requires an 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, approved by the Emergency Medical Services Authority (EMSA), 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.

Senate Amendments

- 1) Strike the provisions giving the Division of Occupational Safety and Health (Cal/OSHA) the authority to enforce the bill's provisions.
- 2) Provide that an employee who has completed CPR certification, first aid certification, or other training through a program that the EMSA determines includes training that meets or exceeds the minimum standards described in bill shall be deemed to satisfy the naloxone training requirement, as specified.
- 3) Permit the EMSA to establish a process by which a training program, certifying body, or employer may seek a determination that an existing training meets or exceeds the minimum standards described in the bill.
- 4) State that the naloxone training is for educational and preparedness purposes only and does not create an independent duty, authorization, or expectation for any employee to administer naloxone.
- 5) State that nothing in this bill shall be construed to expand, modify, or supersede any state or federal law, regulation, or licensing requirement governing scope of practice, medication administration, or delegation of clinical tasks, as specified.
- 6) Provide that no employer classification, facility type, or program type shall be exempt from the training requirement solely on the basis of existing clinical staffing levels or internal medication administration policies.
- 7) State that nothing in this bill shall be construed to limit the authority of the California Health and Human Services Agency, the EMSA, the Department of Industrial Relations, Cal/OSHA, or the Occupational Safety and Health Standards Board to adopt, amend, repeal, or enforce any regulation, standard, or order requiring training in opioid overdose prevention and response or the administration of an opioid antagonist for a broader class of employers or employees, or on a more frequent or more comprehensive basis, than is required by this bill.
- 8) Clarify which employers the bill applies to and state that it is not the intent of the Legislature to occupy the field of employer-provided training in opioid overdose prevention and response or the administration of an opioid antagonist.

- 9) Provide that if a regulation, standard, or order adopted pursuant to 7) above imposes a requirement that is more protective of employee or public health and safety than a requirement of this bill, the regulation, standard, or order shall control.
- 10) Add intent language stating that the purpose of the bill is to establish a baseline requirement for employer-provided training in opioid overdose prevention and response and the administration of an opioid antagonist, and to complement, and not to constrain, the rulemaking of other state entities, as specified.

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 percent of the state's workplace deaths, which is significantly higher than the national average of 11 percent."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 percent 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

The California Association of Recreation and Park Districts is opposed unless and amended and states, "AB 2150 would impose a separate naloxone-use training requirement for all employees required to complete CPR training. While we support the bill's objective of reducing preventable

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.*

opioid overdoses and deaths, we are concerned about the practical implementation of its training mandates as structured. Requiring employees to complete an additional standalone training creates barriers to recruiting and retaining seasonal and part-time staff, particularly lifeguards. Many prospective lifeguards pursue short-term or seasonal employment, and each supplementary training requirement increases the time and resources necessary to qualify for these positions, potentially reducing their appeal to applicants. These recruitment obstacles could impair our members' ability to maintain the staffing levels necessary to operate aquatic facilities safely."

FISCAL COMMENTS

The Senate Committee on Appropriations passed this bill pursuant to Senate Rule 28.8.

VOTES:

ASM LABOR AND EMPLOYMENT: 7-0-0

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

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

ASSEMBLY FLOOR: 78-0-2

YES: Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Castillo, Chen, Connolly, Davies, DeMaio, Dixon, Elhawary, Ellis, Flora, Fong, Gabriel, Gallagher, Garcia, Gipson, Jeff Gonzalez, Mark González, Hadwick, Haney, Harabedian, Hart, Hoover, Irwin, Jackson, Johnson, Kalra, Krell, Lackey, Lee, Lowenthal, Macedo, McKinnor, Nguyen, Ortega, Pacheco, Papan, Patel, Patterson, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Michelle Rodriguez, Rogers, Blanca Rubio, Sanchez, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Ta, Tangipa, Valencia, Wallis, Ward, Wicks, Wilson, Zbur, Rivas

ABS, ABST OR NV: Muratsuchi, Celeste Rodriguez

SENATE FLOOR: 38-0-2

YES: Allen, Alvarado-Gil, Archuleta, Arreguín, Ashby, Becker, Blakespear, Cabaldon, Caballero, Cervantes, Choi, Cortese, Dahle, Durazo, Gonzalez, Grayson, Grove, Hurtado, Jones, Laird, Limón, McGuire, McNeerney, Menjivar, Niello, Ochoa Bogh, Pérez, Richardson, Rubio, Seyarto, Smallwood-Cuevas, Stern, Strickland, Umberg, Valladares, Wahab, Weber Pierson, Wiener

ABS, ABST OR NV: Padilla, Reyes

SENATE FLOOR: 39-0-1

YES: Allen, Alvarado-Gil, Archuleta, Arreguín, Ashby, Becker, Blakespear, Cabaldon, Caballero, Cervantes, Choi, Cortese, Dahle, Durazo, Gonzalez, Grayson, Grove, Hurtado, Jones, Laird, Limón, McGuire, McNeerney, Menjivar, Niello, Ochoa Bogh, Padilla, Pérez, Richardson, Rubio, Seyarto, Smallwood-Cuevas, Stern, Strickland, Umberg, Valladares, Wahab, Weber Pierson, Wiener

ABS, ABST OR NV: Reyes

UPDATED

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