STATE OF NEW YORK

8770

IN SENATE

January 8, 2026

Introduced by Sen. FERNANDEZ -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT to amend the labor law, in relation to requiring employers to include an opioid antagonist in first aid supplies required by federal law; and to amend a chapter of the laws of 2025 amending the labor law relating to requiring employers to include an opioid antagonist in first aid supplies required by federal law, as proposed in legislative bills numbers S. 5922-A and A. 2725-A, in relation to the effectiveness thereof

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section 27-f of the labor law, as added by a chapter of the laws of 2025 amending the labor law relating to requiring employers to include an opioid antagonist in first aid supplies required by federal law, as proposed in legislative bills numbers S. 5922-A and A. 2725-A, is amended to read as follows:

§ 27-f. Requiring first aid materials in a workplace to include an opioid antagonist. **1.** All employers that are federally mandated **by the United States Occupational Safety and Health Act of 1970 (Public Law, 91-596) and safety and health standards promulgated thereunder** to have first aid supplies readily available for the treatment of all injured employees must [~~include~~] **have** an opioid antagonist [~~in such first aid supplies~~] **available for use in providing first aid or emergency treatment at the workplace**.

2. For the purposes of this section, [~~"employer"~~] **the following terms shall have the following meanings:**

(a) "Employer" includes any person, corporation, limited liability company, or association employing any individual in any occupation, industry, trade, business, or service. The term "employer" shall not include [~~a governmental agency~~] **the state, any political subdivision of the state, a public authority or any other governmental agency or instrumentality thereof.**

(b) "Opioid antagonist" means the same as defined in section thirty-three hundred nine of the public health law.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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3. Administering an opioid antagonist pursuant to this section shall be considered first aid or emergency treatment for purposes of section three thousand-a of the public health law.

4. The commissioner shall promulgate regulations, in coordination with the commissioner of health, to address the appropriate number of opioid antagonists for workplaces based on the size of the workplace; the training of personnel and use of such opioid antagonists; and any other matter deemed necessary by such commissioner to effectuate this section.

§ 2. Section 2 of a chapter of the laws of 2025 amending the labor law relating to requiring employers to include an opioid antagonist in first aid supplies required by federal law, as proposed in legislative bills numbers S. 5922-A and A. 2725-A, is amended to read as follows:

§ 2. This act shall take effect [~~on the one hundred eightieth day~~] **one year** after it shall have become a law. **Effective immediately, the addition, amendment, and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date are authorized to be made and completed on or before such effective date.**

§ 3. This act shall take effect immediately; provided however, that section one of this act shall take effect on the same date and in the same manner as a chapter of the laws of 2025 amending the labor law relating to requiring employers to include an opioid antagonist in first aid supplies required by federal law, as proposed in legislative bills numbers S. 5922-A and A. 2725-A, takes effect.