

119TH CONGRESS
2D SESSION

S. 3812

To require the Secretary of Labor to issue guidance and regulations regarding opioid overdose reversal medication and employee training.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 10, 2026

Mr. MERKLEY (for himself, Ms. MURKOWSKI, Mr. HEINRICH, Mr. SCHIFF, and Mr. WYDEN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To require the Secretary of Labor to issue guidance and regulations regarding opioid overdose reversal medication and employee training.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Workplace Overdose
5 Reversal Kits to Save Lives Act” or the “WORK to Save
6 Lives Act”.

1 **SEC. 2. NON-MANDATORY GUIDANCE FOR EMPLOYERS**
2 **CONCERNING OPIOID OVERDOSE REVERSAL**
3 **MEDICATION.**

4 (a) IN GENERAL.—Not later than 270 days after the
5 date of enactment of this Act, the Secretary of Labor, act-
6 ing through the Occupational Safety and Health Adminis-
7 tration, shall issue nonmandatory guidance to employers
8 on—

9 (1) acquiring and maintaining opioid overdose
10 reversal medication; and

11 (2) training employees on an annual basis on
12 the usage of such medication.

13 (b) EMPLOYER DEFINED.—In this section, the term
14 “employer” has the meaning given such term in section
15 3 of the Occupational Safety and Health Act of 1970 (29
16 U.S.C. 652), except that such term does not include the
17 United States Postal Service.

18 **SEC. 3. MANDATORY REGULATIONS FOR FEDERAL AGEN-**
19 **CIES CONCERNING OPIOID OVERDOSE RE-**
20 **VERSAL MEDICATION.**

21 (a) IN GENERAL.—Not later than 270 days after the
22 date of enactment of this Act, the Secretary of Labor, act-
23 ing through the Occupational Safety and Health Adminis-
24 tration, shall issue regulations to require each Federal
25 agency to—

1 (1) acquire and maintain opioid overdose rever-
2 sal medication; and

3 (2) train employees on an annual basis on the
4 usage of such medication.

5 (b) FEDERAL AGENCY DEFINED.—In this section,
6 the term “Federal agency” means any agency or instru-
7 mentality of the Federal Government, including the Vet-
8 erans Health Administration, notwithstanding section
9 7425(b) of title 38, United States Code.

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