



# In the Loop

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## FDA Approves Opioid-overdose Antidote Narcan for Over-the-Counter Use

The U.S. Food and Drug Administration (FDA) recently approved the sale of Narcan, a brand name for the drug naloxone and the standard treatment for opioid overdose, without a prescription. The best-known form of naloxone is Narcan nasal spray, which can rapidly reverse the effects of an opioid overdose caused by prescription medications (e.g., oxycodone), heroin and fentanyl.

Opioids are linked to more than 100,000 deaths each year, according to the U.S. Centers for Disease Control and Prevention.

Opioid deaths are the leading cause of accidental death in the United States, affecting both adults and children. The FDA's approval of an over-the-counter (OTC) version of Narcan is a step toward making naloxone more widely available to help address the nation's opioid crisis. Naloxone works by blocking the effects of opioids on the brain and restoring breathing. To be effective, a naloxone dose must be given as soon as signs (e.g., pinpoint pupils, unconsciousness and difficulty breathing) of an opioid overdose appear.

Nearly all states already have standing orders that allow pharmacists to provide naloxone without a prescription to people at risk of an overdose or those helping someone at risk. The FDA's latest approval builds upon that decision and expands the accessibility of the opioid antidote by offering an OTC version of Narcan.

### What You Need to Know

Advocates recommend that people who are most likely to be around overdoses, including people who use drugs and their relatives, should get naloxone. The OTC version of Narcan is expected to be available for purchase in stores and online by late summer. Although the OTC approval is a good first step to making overdose antidotes more accessible, the antidote's cost and long-term impact are not yet known.

If you or a loved one are concerned about opioid use, talk to a doctor or use the Substance Abuse and Mental Health Services Administration's (SAMHSA) National Helpline by calling 800-662-HELP (4357).

## Understanding the Basics of Pay Transparency in 2023

One of the newest expectations in today's workplaces is pay transparency. In fact, a growing number of states and localities require employers to share pay information with applicants and employees. So, what exactly is pay transparency?

Pay transparency is the practice of openly sharing pay-related information with current and potential employees to help ensure fairness and equity in the workplace. This information generally includes pay scales or salary ranges.

### Pay Transparency Laws and What They Mean

It's becoming clear that pay transparency is not a passing trend. At the start of 2023, one-fifth of all U.S. workers were covered under pay transparency laws. The following states and localities have enacted their own pay transparency laws:

- California
- Cincinnati, Ohio
- Colorado
- Connecticut
- Ithaca, New York
- Jersey City, New Jersey
- Maryland
- Nevada
- New York City, New York
- Rhode Island
- Toledo, Ohio
- Washington

Pay transparency laws vary depending on the jurisdiction. For example, covered employers in California must provide pay scale information in any job posting, and those in New York City must provide the minimum and maximum annual salary or hourly wage for all job postings, promotions and transfer opportunities.

In addition to requiring employers to provide pay range information, some jurisdictions, such as Colorado and Washington, require employers to disclose a general description of benefits offered by the employer.

Check your local and state regulations if you're curious about pay transparency.

