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HOUSE BILL

57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025

INTRODUCED BY

DISCUSSION DRAFT

AN ACT

RELATING TO BEHAVIORAL HEALTH; ENACTING THE FIREFIGHTER AND EMERGENCY SERVICE PROVIDER PEER SUPPORT ACT; ALLOWING STATE, LOCAL AND REGIONAL PUBLIC FIRE AGENCIES TO CREATE PEER SUPPORT PROGRAMS FOR THEIR EMPLOYEES AND VOLUNTEERS; MAKING PEER SUPPORT SERVICES CONFIDENTIAL; LIMITING LIABILITY FOR THE PROVISION OF PEER SUPPORT SERVICES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. [NEW MATERIAL] SHORT TITLE.--This act may be cited as the "Firefighter and Emergency Service Provider Peer Support Act".

SECTION 2. [NEW MATERIAL] DEFINITIONS.--As used in the Firefighter and Emergency Service Provider Peer Support Act:

A. "confidential communication" means a written or oral communication between an emergency service provider and a

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1 peer support team member;

2 B. "critical incident stress" means the acute or
3 cumulative psychological stress or trauma that emergency
4 service providers may experience after responding to an event
5 that involves crisis, disaster, trauma or emergency and that
6 results in unusually strong emotional, cognitive, behavioral or
7 physical reactions that may interfere with normal functioning
8 and could lead to posttraumatic stress and other injuries,
9 including:

- 10 (1) physical and emotional illness;
11 (2) failure of usual coping mechanisms;
12 (3) loss of interest in the job or normal life
13 activities;
14 (4) personality changes; and
15 (5) loss of ability to function;

16 C. "emergency service provider" means an employee
17 or volunteer at a state, local or regional public fire agency
18 who provides emergency response services;

19 D. "peer support program" means a program
20 administered by a state, local or regional public fire agency
21 that delivers peer support services to emergency service
22 providers;

23 E. "peer support services" means services provided
24 by a peer support team member that assist emergency service
25 providers who are struggling with behavioral health issues; and

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1 F. "peer support team member" means an emergency
2 service provider who has completed peer support training
3 approved by the state fire marshal's office, works for a public
4 fire agency and provides peer support services to emergency
5 service providers.

6 SECTION 3. [NEW MATERIAL] PEER SUPPORT PROGRAM--PEER
7 SUPPORT TEAM MEMBER TRAINING REQUIREMENTS.--

8 A. Any state, local or regional public fire agency
9 may establish a peer support program. Each program shall have
10 at least one peer support team composed of peer support team
11 members who offer peer support services to emergency service
12 providers.

13 B. Each peer support team member shall complete a
14 training course approved by the state fire marshal's office.
15 The training course shall train peer support team members to
16 provide peer support services for matters that include:

- 17 (1) substance use and substance abuse;
- 18 (2) critical incident stress;
- 19 (3) grief support;
- 20 (4) line of duty deaths;
- 21 (5) serious injury or illness;
- 22 (6) suicidal thoughts; and
- 23 (7) workplace issues.

24 SECTION 4. [NEW MATERIAL] CONFIDENTIALITY OF PEER SUPPORT
25 SERVICES.--

.229082.1

1 A. All communications between emergency service
2 providers and peer support team members are confidential if
3 they are made while the peer support team member is providing
4 peer support services. An emergency service provider has the
5 right to refuse to disclose a confidential communication in all
6 civil, administrative or arbitration proceedings, whether or
7 not the emergency service provider is a party to the
8 litigation.

9 B. Notwithstanding the provisions of Subsection A
10 of this section, a confidential communication may be disclosed
11 if:

12 (1) a peer support team member is referring an
13 emergency service provider to, or consulting with, another peer
14 support team member;

15 (2) a peer support team member reasonably
16 believes that disclosure is necessary to prevent death,
17 substantial bodily harm or commission of a crime;

18 (3) the disclosure is made pursuant to a court
19 order in a civil proceeding; or

20 (4) the emergency service provider expressly
21 agrees in writing that the confidential communication may be
22 disclosed.

23 C. If a confidential communication is disclosed
24 pursuant to Paragraph (1), (2) or (3) of Subsection B of this
25 section, the peer support team member making the disclosure

1 shall notify the emergency service provider of the disclosure
2 in writing.

3 SECTION 5. [NEW MATERIAL] LIMITED LIABILITY FOR PEER
4 SUPPORT SERVICES PROVIDED BY PEER SUPPORT TEAM MEMBERS.--Except
5 in actions for medical malpractice, a peer support team member
6 who provides peer support services, and the public fire agency
7 that employs the peer support team member, shall not be liable
8 for damages, including personal injury, wrongful death,
9 property damage or other loss related to an act, error or
10 omission in performing peer support services, unless the act,
11 error or omission constitutes a failure to exercise ordinary
12 care; provided that the liability shall be subject to the Tort
13 Claims Act.

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