

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from electronic originals
(may include minor formatting differences from printed original)

MAINE DEPARTMENT OF LABOR



Substance Abuse Testing Report, 2007

*An Annual Report
March 2008*

By: Theodore Bradstreet

MAINE
DEPARTMENT OF
LABOR
Labor Standards

2007 Substance Abuse Testing Highlights

Substance Abuse Testing Report 2007 is produced as a requirement of the Maine Substance Abuse Testing Law of 1989. All companies with approved Substance Abuse Testing Policies (exclusive of any federally mandated testing) are required to provide information for this report.

There was an increase of 7.7% in the number of employers who have approved policies to conduct tests, from 325 in 2006 to 350 in 2007.

- ✓ 348 are approved to applicant testing.
 - Of those, 39 are additionally approved to do both probable cause and random or arbitrary testing (see Section III, page 2).
 - 32 are additionally approved to do employee probable cause testing only.
 - 3 are additionally approved to do random or arbitrary testing only.
- ✓ Two employers are approved to do probable cause testing only (see Section III, page 2).

The reported number of job applicants tested increased 25.0% from 17,364 in 2006 to 21,700 in 2007.

- ✓ The number of applicant positive tests increased from 824 (4.7%) in 2006 to 1,076 (5.0%) in 2007.

5 employees were given tests for probable cause.

- ✓ 4 (80.0%) positive results were obtained

936 employees were given random or arbitrary tests.

- ✓ 30 (3.2%) positive results were obtained

Industry breakout of employers with approved substance abuse testing policies.

This is not exactly comparable to breakouts for previous years, since it is based on the North American Industry Classification System (NAICS), whereas the Standard Industrial Classification (SIC) system was used before 2005.

- | | |
|--|---------------|
| ✓ Manufacturing (NAICS Sectors 31-33) | 108 employers |
| ✓ Services (NAICS Sectors 51-81, 92) | 105 employers |
| ✓ Trade (Wholesale & Retail, NAICS Sectors 42-45) | 66 employers |
| ✓ Construction (NAICS Sector 23) | 46 employers |
| ✓ Transportation & Utilities (NAICS Sectors 22, 48-49) | 22 employers |
| ✓ Other | 3 employers |

The most commonly abused substances identified from all tests were cannabinoids (85.1% of all positives), cocaine (5.1%), opiates (1.9%), amphetamines (1.8%), and alcohol (1.2%).



JOHN ELIAS BALDACCI
GOVERNOR

DEPARTMENT OF LABOR
BUREAU OF LABOR STANDARDS
45 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0045

LAURA FORTMAN
COMMISSIONER

WILLIAM A. PEABODY
DIRECTOR

Substance Abuse Testing Report 2007

Theodore E. Bradstreet
Planning and Research Associate

March 2008

Augusta, Maine

The Maine Department of Labor provides equal opportunity employment and programs.
Auxiliary aids and services are available upon request to individuals with disabilities.

Telephone (207) 623-7900 TTY 1-207-794-1110 FAX (207) 623-7937

This publication is available at: http://www.maine.gov/labor/labor_stats/publications

CONTENTS

Section	I	Background.....	1
	II	Substance Abuse Testing Policy Review and Approval	2
	III	Types of Testing	2
	IV	Survey Results Job Applicant Testing	3
		Employee Testing	5
	V	Analysis of All Results (Applicants & Employees).....	6
VI	Summary	9	
Table	1.	Substance Abuse Testing Applications Reviewed, Maine, 2007	2
	2.	Results of Job Applicant Tests Under Approved Policies, Maine, 2007.....	3
	3.	Results of All Tests Under Approved Policies, by Industry, Maine, 2007	6
	4.	Results of All Tests Under Approved Policies, by Specific Controlled Substance, Maine, 2007.....	7
	5.	Yearly Totals by Type of Test Applicants/Employees, 1998-2007	8
	6.	Positives by Substance, 1998-2007 (Cumulative)	9
Figure	1.	Job Applicants Tested	4
	2.	Job Applicant Positive Tests	4
	3.	Job Applicant Percent Positives.....	4
	4.	Employee Probable Cause Testing	5

Figure	5.	Employee Random or Arbitrary Testing	5
	6.	Employers with Approved Substance Abuse Testing Policies, 1998-2007.....	8
Appendix	1.	Employers with Approved Policies.....	10
	2.	Employers Required to Have Approved Employee Assistance Programs.....	25
	3.	Laboratories Approved to do Substance Abuse Testing, 2007	27
	4.	Some Controlled Substances, Drug Names and Classifications.....	29

SECTION I

Background

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. This report pertains only to employer testing activities under Maine law. **It is not a comprehensive study of workplace substance abuse testing because it does not include individuals who are tested under federal testing programs.**

The Maine Substance Abuse Testing Law is intended to protect the privacy rights of employees, yet allow an employer to administer testing; to ensure proper testing procedures; to ensure that an employee with a substance abuse problem receives an opportunity for rehabilitation and treatment; and to eliminate drug abuse in the workplace. Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989.

The administration of this law is a collaborative effort of the following agencies:

❖ **Maine Department of Labor, Bureau of Labor Standards (BLS)**

- Reviews and approves substance abuse testing policies.
- Collects the annual reports of substance abuse testing.
- Analyzes testing data and publishes this annual report.

Model Policies

Model policies developed by the Maine Department of Labor help employers develop substance abuse policies for their workplaces and make it easier for the MDOL to review company policies. The model applicant policy, model applicant with point of collection policy, and model employee testing policy are on the MDOL website:

http://www.maine.gov/labor/labor_stats/publications/substanceabuse/modelpolicy.htm

❖ **Department of Health and Human Services, Health and Environmental Testing Laboratory**

Licensure of Testing Laboratories

The Department of Health and Human Services (DHHS) Health and Environmental Testing Laboratory is responsible for the licensure of laboratories that Maine employers can use for testing of controlled substances. There are 15 laboratories licensed by the State of Maine to do the substance abuse tests for Maine employers with approved testing policies. Of the 15 substance abuse testing laboratory licensees that were due for renewal in 2007, two did not renew, but two new labs replaced them. (See Appendix 3).

❖ **Department of Health and Human Services, Office of Substance Abuse**

- Reviews and approves employee assistance programs for employers who do probable cause or random and arbitrary testing.

Approval of Employee Assistance Programs (EAP)

Any employer with more than 20 full-time employees must have a functioning EAP prior to testing their employees as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by DHHS and certification must be renewed every two years. Fifty of fifty-nine required EAPs were certified for 2007. Most companies with lapsed EAPs do not presently do employee testing. Some EAPs are certified for parent companies and cover multiple locations that may be listed separately. (See Appendix 2).

SECTION II

Substance Abuse Testing Policy Review and Approval

In 2007, the Maine Department of Labor (MDOL) received 75 individual substance abuse testing policy submissions for review. MDOL staff completed 72 reviews. There were 3 policies with reviews pending as of December 31, 2007 (See Table 1).

Any employer desiring to do substance abuse testing, other than federally regulated testing, must submit a substance abuse testing policy to the Maine Department of Labor. An employer may not commence testing until the MDOL has notified the employer that the policy has been approved and the employer has given proper notice to its employees. Title 26 M.R.S.A. §689 addresses the penalties that can be assessed if an employer conducts substance abuse testing without an approved testing policy.

Table 1

**Substance Abuse Testing Applications Reviewed
Maine, 2007**

Reviews Completed	72
Policies/Amendments Approved	45
Policies/Amendments Denied	27
Reviews Pending	3

SECTION III

Types of Testing

Drug testing policies may be approved for one or all of the following types of testing:

- ◆ job applicant testing
- ◆ employee testing
 - probable cause testing – where reasonable grounds exist to believe that an

employee may be under the influence of a substance of abuse.

- random/arbitrary testing – a method of selecting people to be tested where all potential testees have an equal chance of selection by chance or where testing is based on criteria unrelated to substance abuse such as date of hire anniversary.

SECTION IV

Survey Results

Each employer with a policy approved by the Maine Department of Labor is required to report its testing activities annually. This information is collected as a mandatory annual survey. Information gathered in the survey includes the number of tests by type (applicant, probable cause or random/arbitrary), the substances tested for, and the number of positive tests for each substance.

Job Applicant Testing

The reported number (21,700) of job applicant tests conducted in 2007 increased by 25.0% from 2006. In 2007, 5.0% of the job applicant tests conducted had positive results, compared to 4.7% in 2006. Cannabinoids (85.5% of positives), cocaine (4.9%), and amphetamines (1.9%) were the most frequently identified substances. Other identified substances included opiates (1.8%), and alcohol (1.1%). Methadone, benzodiazepines, barbiturates, and phencyclidine were each identified in less than 1% of the positive tests. (See Table 2). See Appendix 4 for some controlled substances and drug names.

Table 2

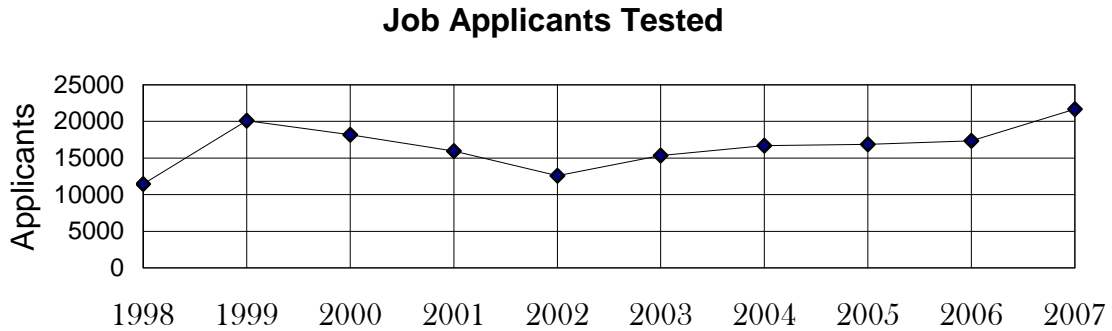
**Results of Job Applicant Tests
Under Approved Policies
Maine, 2007**

	<u>Tests</u>	<u>As Percent of Applicant Tests</u>	<u>As Percent of Positive Tests</u>
Total Job Applicant Tests	21,700	100.0	
Total Invalid Tests	33	0.2	
Positive Results	1,076	5.0	100.0
Cannabinoids	920	4.2	85.5
Cocaine	53	0.2	4.9
Amphetamines	20	0.1	1.9
Opiates	19	0.1	1.8
Alcohol	12	0.1	1.1
Methadone	10	.-	0.9
Benzodiazepines	7	.-	0.7
Barbiturates	4	.-	0.4
Phencyclidine	1	.-	0.1

.- Indicates a value of less than 0.05 percent.

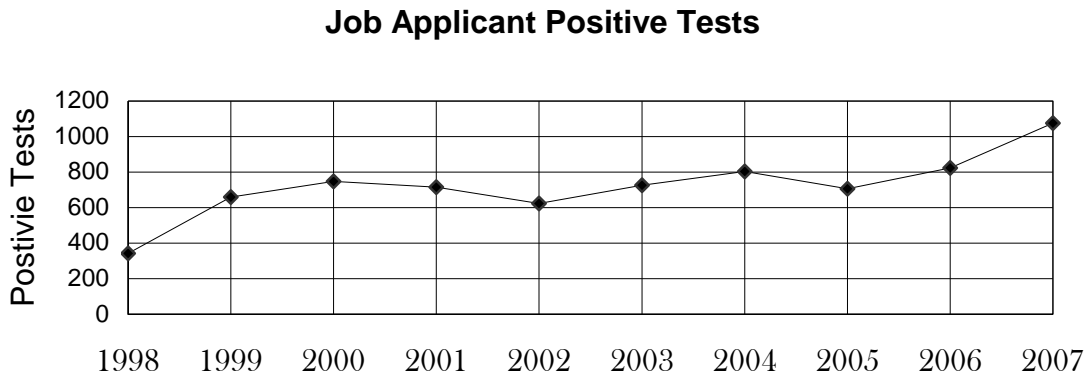
The following graph shows the number of job applicants tested for controlled substances for the years 1998 to 2007.

Figure 1



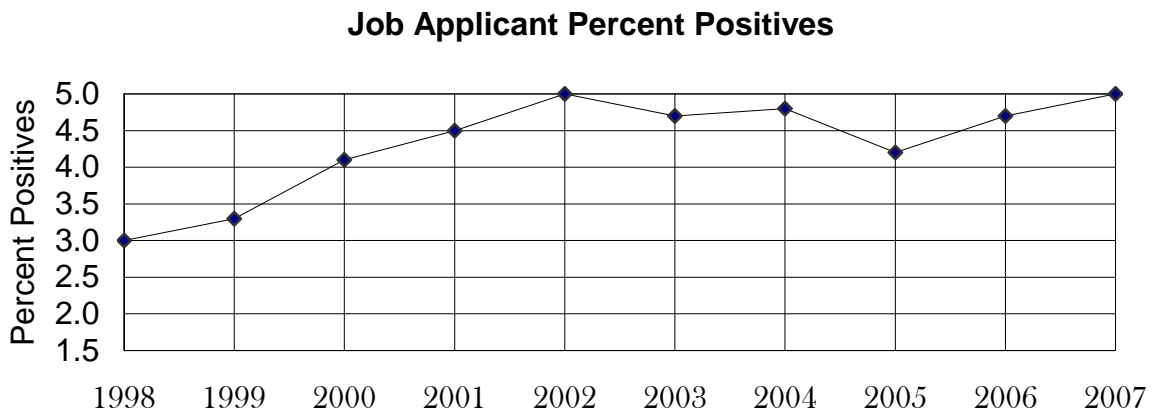
The graph below indicates the number of positive tests for job applicants from 1998 to 2007.

Figure 2



The following graph shows the percentage of positive tests for job applicants each year from 1998 to 2007.

Figure 3



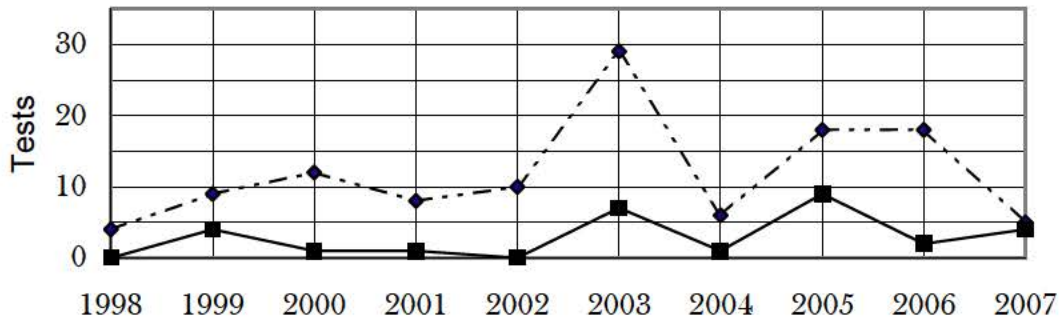
Employee Testing

A total of 941 employee tests were conducted in 2007 with 34 positive results. Five of the tests were for probable cause. Of these, there were four confirmed positives (80.0%), two for cannabinoids, one for cocaine, and one for opiates. The following graph illustrates the number of probable cause tests done and the number of positives for the years 1998 through 2007.

Figure 4

Employee Probable Cause Testing

--◆-- Tests Given —■— Positive Tests

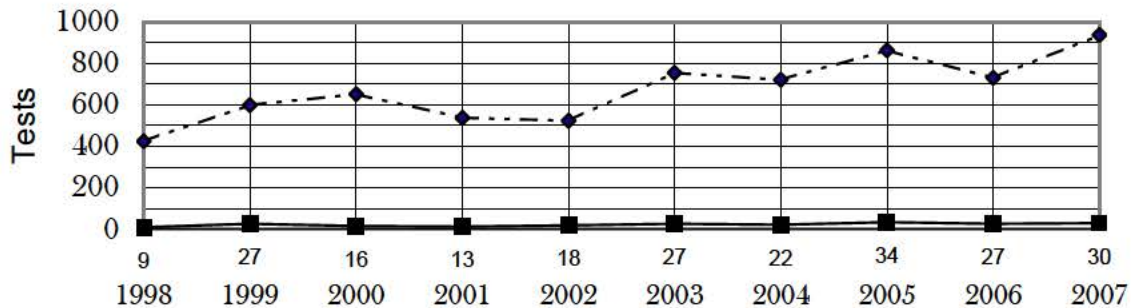


Random or arbitrary testing accounted for 936 of the employee tests. Of these, 30 (3.2%) were confirmed positive, 23 (76.7% of positives) for cannabinoids, three (10.0%) for cocaine, and one each (3.3%) for opiates, methadone, alcohol, and barbiturates. The following graph shows the trend for random and arbitrary tests for the years 1998 through 2007.

Figure 5

Employee Random or Arbitrary Testing

--◆-- Tests Given —■— Positive Tests*



* Counts shown below graph.

SECTION V

Analysis of All Results (Applicants & Employees)

A total of 22,641 tests were reported in 2007. The services industry had the most substance abuse testing policies and conducted 7,759 tests, with 5.4% positive. The wholesale and retail trade industry conducted 6,945 tests, with 4.6% positive. The manufacturing industry conducted 4,707 tests, with 4.8% positive. Transportation and public utilities conducted 563 tests with 2.5% positive tests. The construction industry conducted 2,530 tests, with 4.9% positive. (See Table 3).

Table 3

**Results of All Tests Under
Approved Policies, by Industry
Maine, 2007**

<u>Industry</u>	<u>Number of Policies</u>	<u>Number of Tests</u>	<u>Number of Positives</u>	<u>Percent Positive</u>
All Industries	350	22,641	1,110	4.9
Construction	46	2,530	124	4.9
Heavy Construction	10	1,566	57	3.6
Other Construction	36	964	67	7.0
Manufacturing	108	4,707	224	4.8
Plastics/Rubber	7	592	25	4.2
Food Products	7	285	16	5.6
Electronic/Electrical Equipment	9	212	7	3.3
Wood Products	20	389	27	6.9
Paper Products	18	1,182	31	2.6
Other Manufacturing	47	2,047	118	5.8
Transportation and Public Utilities	22	563	14	2.5
Trade	66	6,945	319	4.6
Retail	32	5,883	252	4.3
Wholesale	34	1,062	67	6.3
Services	105	7,759	417	5.4
Healthcare and Social Assistance	15	1,648	14	0.8
Professional/Tech/Scient Svc	10	121	3	2.5
Other Services	80	5,990	400	6.7
Other	3	137	12	8.8

A drug-testing panel consists of the list of substances for which the employer will test as specified in the employer's policy. Although there are variations in the drug testing panels used by different employers, nearly all employers test for cannabinoids, cocaine and amphetamines. Among those tested, cannabinoids remain the substance with the highest percentage of positive tests, followed by cocaine. The substance least tested for is alcohol. Only 79 of the 269 companies who reported testing in 2007 included alcohol in their drug-testing panel. Of all the tests conducted during 2007, 4.9% were

positive. The highest percentage of positives for an individual substance was 4.2%, for cannabinoids, which accounted for 85.1% of all positives. (See Table 4).

Table 4
Results of All Tests Under
Approved Policies, by Specific
Controlled Substance
Maine 2007
(ordered by percent positive)

<u>Substance</u>	<u>Employers Testing During Year</u>	<u>Total Tests</u>	<u>Total Positives</u>	<u>Percent Positive*</u>	<u>Percent of Positives</u>
All Substances	**269	22,641	1,110	4.9	
Cannabinoids	269	22,641	945	4.2	85.1
Cocaine	269	22,612	57	0.3	5.1
Alcohol	79	6,027	13	0.2	1.2
Opiates	268	22,593	21	0.1	1.9
Amphetamines	269	22,611	20	0.1	1.8
Methadone	128	9,584	11	0.1	1.0
Benzodiazepines	130	9,622	7	0.1	0.6
Barbiturates	137	9,926	5	0.1	0.5
Phencyclidine	263	21,940	1	.-	0.1
Methaqualone	100	7,873	0	0.0	0.0

**Percent positives of all tests conducted.*

***75 companies with approved policies reported that they did no testing in 2007 and 6 others failed to report in time to be included in this report.*

.- Indicates a value of less than 0.05 percent.

The following table shows the trend of drug testing from 1998 through 2007. The number of employers with approved policies has increased from 164 in 1998 to 350 in 2007. The total number of tests given has been increasing since 2002. The percentage of positive tests has fluctuated, with the lowest (3.0%) in 1998 and the highest (4.9%) in 2002 and again in 2007. Positive results for job applicant testing were lowest (3.0%) in 1998 and highest (5.0%) in 2002 and 2007. The percentage of positive random tests was lowest (0.9%) in 1995 and highest (4.5%) in 1999.

**Table 5
Yearly Totals by Type of Test
Applicants/Employees
1998-2007**

Year	Number of Employers w/ Policies	Total Tests	Total Positives	Percent Positive	Applicant Tests	Applicant Positives	Percent Positive	Probable Cause Tests	Probable Cause Positives	Percent Positive	Random Tests	Random Positives	Percent Positive
2007	350	22,641	1,110	4.9	21,700	1,076	5.0	5	4	80.0	936	30	3.2
2006	325	18,112	853	4.7	17,364	824	4.7	18	2	11.1	730	27	3.7
2005	310	17,742	749	4.2	16,876	706	4.2	18	9	50.0	863	34	3.9
2004	287	17,428	826	4.7	16,702	803	4.8	6	1	16.7	720	22	3.1
2003	271	16,129	761	4.7	15,345	727	4.7	29	7	24.1	755	27	3.6
2002	252	13,128	642	4.9	12,595	624	5.0	10	0	-.	523	18	3.4
2001	239	16,492	730	4.4	15,947	716	4.5	8	1	12.5	537	13	2.4
2000	226	18,827	765	4.1	18,164	748	4.1	12	1	8.3	651	16	2.5
1999	200	20,725	691	3.3	20,118	660	3.3	9	4	44.4	598	27	4.5
1998	164	11,888	352	3.0	11,459	343	3.0	4	0	-.	425	9	2.1

.- Indicates a value of less than 0.05%

Figure 6

**Employers With Approved
Substance Abuse Testing Policies
1998-2007**

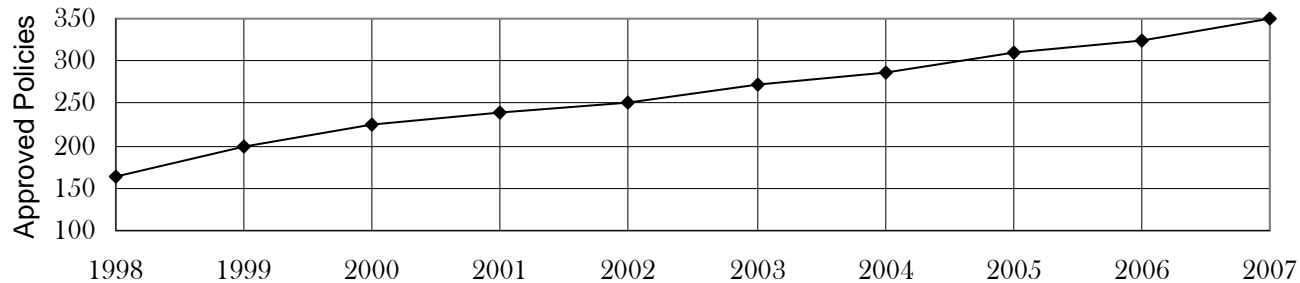


Table 6 shows the cumulative total of tests and positives for job applicants and employees from 1998 through 2007. It also shows the percentage positive for each substance as it relates to the total number of tests and to the total number of positives. The data shows that of the controlled substances tested for, cannabinoids had the highest percentage of positives by a full order magnitude.

Table 6
Positives By Substance
1998 - 2007 (Cumulative)

	Number of Tests	As % of All Tests	As % of Positives
Total Tests	173,127	100.0	
Total Positives	7,479	4.3	
Cannabinoids	6,368	3.7	85.2
Cocaine	519	0.3	6.9
Opiates	187	0.1	2.5
Amphetamines	154	0.1	2.1
Benzodiazepines	99	0.1	1.3
Alcohol	63	-.-	0.8
Methadone	60	-.-	0.8
Barbiturates	52	-.-	0.7
Phencyclidines	17	-.-	0.2
Invalid Tests	284	0.2	

-.- Indicates a value of less than 0.05%

SECTION VI

Summary

During 2007, the Maine Department of Labor reviewed 72 substance abuse testing applications. Of the 72 reviewed, 45 new policies or amendments were approved, 27 were denied. Three applications were pending at year's end. Ten policies became inactive because the employer went out of business, ceased operation in Maine, or reported to the Department that it no longer intended to do substance abuse testing and asked to be placed on inactive status.

As of December 31, 2007, a total of 350 approved policies were in force.

The Department of Labor surveys all employers with approved policies for this report. Six employers failed to report. The 2007 survey reported that 21,700 job applicants had been tested, with 1,076 (5.0%) confirmed positive tests. There were 5 employee probable cause tests, with 4 (80.0%) reported as positive and 936 employee random or arbitrary tests, with 30 (3.2%) positives reported.

Appendix 1

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
A A A of Northern New England, Inc. <i>Maine Automobile Association</i>	10/29/2003		
A C S	6/7/2006	6/7/2006	
A V X Tantalum Corp.	9/27/2000		
A W S <i>Alternative Warehouse Services, Inc.</i>	2/24/1999		
Acme-Monaco Corporation	1/7/2003		
Acuren Inspection <i>Longview Inspections</i>	10/6/2000		
ADECCO Employment Services <i>Olsten Staffing Services</i>	8/12/1997		
Advantage Gases & Tools <i>Div of Portland Welding Supply</i>	4/29/2004	4/29/2004	
Aetna Inc. <i>Aetna Life Insurance Company</i>	2/16/2000		
AIMCO <i>Apartment Investment and Management Company</i>	4/30/2001		
Air Temp Mechanical Contractors <i>Air Temp, Inc.</i>	8/6/2003		
Alexander & Associates	1/2/2001	4/1/2003	
Alexander-Otto Company	9/29/2006		
Alliance Construction Inc.	5/14/2001		
Allstate Insurance Company	3/25/1991		
American Aerial Services Inc.	5/11/2007		
American Red Cross Blood Services, N. E. Region	8/22/2005		
American Steel and Aluminum Corporation	4/30/2001		
Androscoggin Home Care & Hospice	3/30/2007		
Applicator Sales & Service Inc.	2/7/2007		
Arc One LLC (ADP Total Source) <i>fmr Pleasants Hardware Company</i>	2/10/1998	10/20/1997	2/10/1998
Associated Grocers of Maine	5/1/2003	5/15/2004	
Atlantic Industrial Co. <i>former North Atlantic Scaffolding</i>	12/3/2007		
Atlantic Salmon of Maine LLC <i>Cooke Aquaculture, Phoenix Salmon US, Inc.</i>	5/5/2000		
ATwork Personnel Services	7/2/1999		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Auburn, City of	6/9/1994		
Automotive Supply Associates Inc.	12/6/2007	12/6/2007	
B & M Baked Beans <i>B & G Foods, Inc.</i>	9/4/2002		
B J's Wholesale Club, Inc.	6/9/1994		
Backyard Farms, LLC <i>U. S. Functional Foods, LLC</i>	8/15/2006		
Baileysville Police Dept.	2/24/1999	7/22/2002	7/22/2002
Bancroft Contracting Corp	2/1/1994		
Bangor Area Visiting Nurses <i>Eastern Maine HomeCare</i>	12/16/1992		
Bangor Gas Company	6/11/2002	4/12/2005	
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005
Bangor Mall, LLC <i>fmr Kravco Simon</i>	4/13/1995		
Bank of America Child Development Center <i>Bright Horizons Family Solutions</i>	4/30/2002		
Barber Foods	9/9/1997		
Bath Iron Works	2/27/1990	9/4/2002	9/4/2002
Bath Water District	1/29/2003		
Best Buy Stores LP	12/16/1998		
Biddeford Internet Corporation <i>dba GWI (Great Works Internet)</i>	8/11/2005		
Blake Equipment Company <i>Northeast Mechanical Corporation.</i>	12/21/1998	12/21/1998	
Bob's Discount Furniture of Massachusetts <i>Bob's Discount Furniture, Inc.</i>	3/11/2004		
Bonney Staffing Center <i>Bonney Staffing & Training Centers</i>	1/2/2003		
Brewer Automotive Components <i>B A C, Inc.</i>	9/17/1999		
Brewer, City of	12/12/2000		
Brockway-Smith	1/28/2003		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
C C B, Inc. <i>fmr K C S, Inc.</i>	6/2/1998		
C P M Constructors	5/9/2007		
C P R C Group LLC <i>M B Bark</i>	4/3/2006		
C. N. Brown Company	6/6/2001		
Cable Constructors, Inc.	6/21/2002	6/21/2002	6/21/2002
Calais, City of	6/3/2003		
Calpine Corporation <i>fmr Energy Management Inc.</i>	10/18/1999		
Capital Area Staffing Solutions	9/7/2006		
Career Systems Development Corp. <i>Penobscot Job Corps Center</i>	11/8/2006		
Cascades Auburn F ber	8/8/2007	8/16/2006	
Casella Waste Systems Inc. <i>Sawyer Environmental Services</i>	12/16/1998		
Casey Industrial, Inc.	4/10/2007		
Cates & Associates	4/13/2005		
Cates Technical Agency, Inc. <i>fmr Cates Temporary Agency, Inc.</i>	4/13/2005		
Central Maine Power	10/18/1990		
Chadwick BaRoss, Inc.	7/21/1993		
Cianbro Corporation	2/27/1990	2/27/1990	2/27/1990
Cives Steel Company <i>Cives Corporation</i>	10/18/1990	12/28/1998	
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993	
Columbia Air Services-B H B, LLC	6/23/2005	11/30/2005	
Columbia Forest Products	11/30/2007		
Commercial Delivery Systems LLC	5/13/2005	6/24/2005	6/24/2005
Commercial Paving & Recycling Co. <i>Commercial Paving Co., Inc.</i>	2/18/2004		
Community Concepts, Inc.	10/24/2001		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Connect North America Corp. U S A, Inc.	1/26/2007		
Contech Stormwater Solutions	6/17/2006		
Control Devices <i>dba First Technology</i>	4/17/1996		
Cooper Wiring Devices <i>Arrow Hart</i>	7/24/1990		
Corinth Wood Pellets LLC	1/26/2007		
Corning Inc. <i>Corning Inc., Life Sciences Div.</i>	9/19/2001		
CoWorx Staffing Services LLC	3/14/2007		
CRI-SIL, LLC <i>former Immix Technologies, LLC</i>	10/24/2000		
Cyro Industries	7/24/1990		
D & G Machine Products, Inc.	7/31/1991		
d. e. Foxx & Associates <i>X L C Personnel Services</i>	6/22/2004		
D. L. Thurrott Air <i>The Inscoc Group</i>	1/28/2002		
Damon Mechanical Services	4/13/2005		
Dennis Paper & Food Service <i>Dennis Beverage Co.</i>	12/24/1991		
Dielectric Communications <i>Dielectric</i>	7/9/1999		
Dingley Press	8/5/2006		
DirecTECH N E	9/15/2005		
Diver Down Underwater Services <i>Enclave Development</i>	12/4/2001		
Doherty Employment Group	11/15/2007	11/15/2007	
Domtar Industries Inc. <i>Georgia Pacific, Communication Papers Div.</i>	7/31/1991	6/22/2001	
Down East Toyota-Scion-Buick <i>Down East Toyota-Buick/Down East Auto Body of Brew</i>	2/9/2000		
Dragon Products	6/7/2007		
Driveline Retail Services LLC <i>Storecast Services LLC</i>	11/22/2006		
Ducktrap River of Maine <i>Fjord Seafood USA</i>	12/28/1998		
Duratherm Window Corporation	10/8/2003		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
E. S. Boulos Company <i>ESB</i>	6/2/1998		
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003		
Eastern Maine Healthcare <i>Eastern Maine Medical Center</i>	1/15/1991		
Eaton Electrical, Inc. <i>Cutler Hammer, Inc.</i>	9/2/1999		
EFMARK Service Co. <i>Premium Armored Service Co.</i>	10/23/1997		
Electronic Data Systems <i>E D S Corporate Security</i>	1/24/2001		
Ellsworth Builders Supply Inc.	9/25/1990		
Elmet Technologies <i>Philips Elmet, Philips Electronics</i>	10/4/1990		
Emery-Waterhouse	4/8/1998		11/6/1998
Employment Specialists of Maine	11/8/2006		
Energy East Management Corp.	7/7/2003		
Enterprise Engineering, Inc.	9/10/2002	10/16/2002	10/16/2002
Equipment Rental Service, Inc. <i>dba Taylor Rental</i>	3/2/1999		
ESOCO Orrington, Inc.	6/3/1992		
Everett J. Prescott <i>E. J. Prescott</i>	2/25/2000		
Express Personnel Services	10/12/2006		
F M C Corp. <i>F M C BioPolymer Corp.</i>	3/22/1990	5/18/1993	5/18/1993
F P L Energy Maine Operating Services LLC <i>Florida Power and Light</i>	6/23/2000		
Fiber Materials, Inc.	6/27/1990		
First Level Technology LLC <i>First Line Solutions LLC</i>	4/27/2001		
First Protection Services, Inc.	2/18/2004		
Fisher Engineering <i>Fisher LLC</i>	4/17/1996	4/17/1996	
Flemish Master Weavers <i>Rainbow Rugs, Inc.</i>	11/21/1990		
Formed Fiber Technologies, Inc. <i>Gates Formed Fibre Products</i>	12/12/2000		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Formtek, Inc. <i>Cooper-Weymouth, Peterson & Rowe Machinery</i>	4/23/2004		
Fraser Papers Ltd. <i>Nexfor/Fraser Papers Ltd.</i>	4/15/1994		9/23/1998
Fraser Timber Ltd. <i>Nexfor/Fraser Timber Ltd.</i>	8/10/2007	8/10/2007	
Freshwater Stone & Brickwork Inc.	11/19/2004		
Fulghum Fibres, Inc.	10/8/1997	12/12/2007	12/12/2007
G A C Chemical Corporation	8/19/2005		
G E Security <i>Edwards Systems Technology</i>	5/1/2003		
G P X International Tire Corp <i>Maine Rubber International</i>	5/15/1990		
G. E. Goding & Son, Inc.	4/24/1990		
Gagne & Son Concrete Blocks, Inc. <i>Gagne & Sons, Inc.</i>	3/12/2004		
Garelick Farms of Maine <i>Grant's Dairy</i>	5/20/1998		
General Dynamics ATP <i>General Dynamics Armament Systems</i>	2/28/1990	8/7/1991	6/16/1993
General Electric (Auburn)	10/18/1990		
General Electric (Bangor)	5/24/1990		
General Parts Inc./Carquest <i>Carquest Distribution Center</i>	11/25/1997	4/27/1999	4/27/1999
Genuine Parts Company <i>N A P A</i>	9/27/2005	10/14/2005	
Giroux Oil Service Company	11/3/2004		
Goodwill Industries of Northern New England	6/15/2007		
Grainger Industrial Supply <i>W. W. Grainger, Inc.</i>	5/30/2000		
Great Falls Builders Inc.	11/17/2006		
Guardsmark, LLC <i>Guardsmark, Inc.</i>	12/5/1996		
H M S Host International <i>Autogrill Group, Inc.</i>	1/5/1996		
H P Hood LLC <i>H P Hood, Inc.</i>	5/15/2003		
H. Finkleman Co. - Schnitzer NorthEast <i>New England Metal Recycling LLC</i>	4/5/2007		
Hale Trailer Brake & Wheel, Inc.	8/6/2003		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Haley's Metal Shop		5/9/2007	
Hampden Dept. of Pub. Safety	1/27/1999		
Hancock Lumber	4/29/1991		
Hannaford Bros. Distrib'n Ctr.	5/18/1993	7/25/2000	10/1/1996
HealthSouth Corporation	10/20/1997		
Hertz Corporation, The	6/11/2002		
Hinckley Co., LLC, The <i>Hinckley Yachts</i>	9/4/2002		
Hollywood Slots at Bangor, etc. <i>Bangor Historic Track Inc.</i>	6/29/2005	4/27/2007	
Home Depot	11/1/1996		
Houlton Police Department	10/19/2007		
Huber Engineered Woods, LLC <i>J. M. Huber Corp., Easton Dept.</i>	4/29/1991	4/29/1991	
Huhtamaki <i>Huhtamaki Food Services Inc.</i>	7/24/1990	7/30/1999	
Hussey Seating Company	12/24/1990		
Ikon Office Solutions, Inc.	2/24/1999		
Imerys/Americarb Inc. <i>dba Imerys Pigments & Additives Group</i>	7/14/2000		
INFAB Refractories <i>fmr Atlantic Contracting & Specialties</i>	7/22/1993		
Innovative Distribution Services <i>fmr Speedy Warehouse Services Inc.</i>	9/1/2000		
InterFace Fabric <i>Interior Fabrics Group</i>	1/26/1999		
Interstate Brands Company <i>J J Nissen</i>	1/3/1992		
Irving Forest Products, Inc. (Pinkham Sawmill) <i>Pinkham Sawmill</i>	7/23/2002	7/23/2002	7/23/2002
Irving Tanning Company	12/27/1993		
Jagger Brothers, Inc.	5/14/2001		
Jean's Waterproofing, Inc.	7/8/2004		
JF2 LLC <i>dba On Target Utility Services</i>	12/8/2005	12/8/2005	12/8/2005
Johns Manville (Lewiston) <i>Schuller International</i>	1/21/1997		
Johnson & Jordan, Inc.	3/11/2005		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Kassbohrer All Terrain Vehicles, Inc.	10/24/2000		
Katahdin Forest Products/Cedar Ideas	1/18/2005	1/18/2005	
Katahdin Paper Company LLC <i>Great Northern Paper/Bowater</i>	12/16/1992	7/13/2005	7/13/2005
Kelly Services Inc.	1/30/2003		
Kennebunkport Police Department	3/28/2002		
KidsPeace National Centers of New England <i>KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng</i>	5/5/2000		
Knight-Celotex LLC <i>formerly Masonite Corporation</i>	6/9/1994		
Kohl's Department Stores	8/4/2004		
L & B Electrical Contractors, Inc.	2/25/2003		
L K Q Gorham Auto Parts Inc. <i>Gorham Auto Parts</i>	12/6/2004	8/17/2005	
L M S Intellibound, Inc. <i>Labor Management Service</i>	2/8/2004		
Lane Construction Corp., The <i>Lane Industries</i>	12/16/1992		
Lincare Inc.	2/9/2000		
Lincoln Paper and Tissue, LLC <i>Lincoln Pulp and Paper</i>	1/12/2005		
Lohmann Animal Health International <i>Maine Biological Laboratories</i>	12/4/2001		
Lonza Rockland <i>Cambrex Bio Science Rockland</i>	12/23/2005		
Louisiana-Pacific Corporation	5/20/1998	5/20/1998	5/20/1998
Lowe's Home Centers Inc.	11/3/2004		
Lucas Tree Expert Company, Inc.	4/29/1991		
Madison Paper Industries	4/19/1990		
Maine Business Services <i>dba Manpower</i>	4/30/2002		
Maine Distributors	5/2/2007		
Maine Drilling and Blasting	9/9/1999		
Maine Plastics <i>Consolidated Container Co., LLC</i>	7/21/2000		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Maine Public Service	6/13/1990		
Maine Woods Company LLC	4/21/1999		
Mainely Vinyl Inc.	9/21/1998		
MaineToday	8/24/2005		
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005
Marquis Heating	8/8/2007		
Marriott International	10/17/1995		
Mathews Brothers Company	10/26/2006		
McCain Foods USA, Inc. <i>McCain Foods, Inc.</i>	2/24/1992	4/28/1998	4/28/1998
Medical Staffing Network	3/28/2002		
Mexico Water District	10/29/2003	10/29/2003	
Mid Maine Communications	12/31/2003	12/3/2007	12/3/2007
Mid State Machine Products	5/15/1990	8/14/1990	8/14/1990
Midwest Price Co., LLC	9/27/2000	2/12/2002	2/12/2002
Milo Water District	9/15/2004	10/25/2004	10/25/2004
Milton CAT <i>Southworth-Milton, Inc.</i>	8/2/2005		
Modern Pest Services	11/17/2006		
Montreal, Maine & Atlantic Railway <i>Bangor & Aroostook Railroad</i>	6/19/1998		
Mount Hope Cemetery Corporation	4/15/1995		
Mr. Signs Inc.	10/22/2007	10/22/2007	
N R F Distr butors Inc.	6/30/2004		
National Semiconductor Corp.	12/22/1999		
Naturally Potatoes <i>a Basic American Foods Division LLC</i>	11/18/2005	8/7/2007	
Netflix Inc.	6/15/2007	6/15/2007	10/10/2007
New England Insulation	4/29/1999		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
New England Truck Tire Centers Inc.	4/8/2004		
New Horizons for Young Women <i>New Horizons Wilderness Program, Daughters, Inc.</i>	6/1/2001		
New York Life Insurance Company	3/28/2002		
Newark Paperboard Products <i>Gardiner Paperboard</i>	8/15/1997		
NewPage Corporation <i>MeadWestvaco Corporation</i>	3/19/1990	10/25/1990	10/25/1990
Newport, Town of	11/8/2006		
Next Generation Vending Inc. <i>All Seasons Services Inc.</i>	6/23/2000		
Nichols Portland (div Parker Hannifin)	12/22/1998		
Northeast Airmotive	9/18/2001		
Northeast Cardiology Associates	11/3/2005		
Northeastern Environmental Services	7/21/2000		
Northeastern Log Homes, Inc.	4/21/2000		
Nortrax	9/11/2002		
Norway Water District	11/8/2006		
Norway-Paris Solid Waste, Inc.	7/7/2004		
Oakhurst Dairy	2/28/1990		
Ocean State Job Lot	4/27/2006		
O'Connor Constructors, Inc. <i>Thomas O'Connor & Company Inc.</i>	7/9/1999		
Old Town Canoe <i>Johnson Outdoors, Inc.</i>	2/25/2003	2/25/2003	
Old Town Lumber Company, Inc.	4/21/2000		
Omicare Pharmacy of Maine <i>policy includes NCS and Pharm Corp</i>	3/29/2002	12/3/2003	12/3/2003
Oxford Networks <i>Oxford County Telephone Service</i>	12/3/2003	9/27/2006	9/27/2006
P & G Tambrands Inc. <i>Tambrands, Procter & Gamble Tambrands</i>	1/13/1999		
P F G Northcenter <i>Northcenter Foodservice Corporation</i>	9/19/1990		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
P S C Industrial Outsourcing <i>Philip Services Corp North Atlantic Inc.</i>	11/10/1993		11/16/1998
PAGEmployment <i>Page Employment Inc.</i>	6/4/2004		
Panolam Industries International <i>Pioneer Plastics Corp.</i>	9/19/1990		
Parkview Adventist Medical Center		11/17/2006	
Paul G. White Tile Company	7/21/1993		
Paychex	6/15/2007		
Pegasus Cleaning Corp.	2/15/2007		
PenBay Healthcare & Affiliates <i>PenBay Medical Center & many affiliates</i>	5/2/2007		
Penobscot County Sheriff's Office	8/11/1998		
Penobscot Regional Communications Center	1/27/1999		
Pepsi Bottling Group, The <i>Seltzer & Rydholm</i>	12/29/1992	10/10/2007	
Perma Treat Corporation <i>fmr Aroostook & Bangor Resources Inc.</i>	3/13/2001		
Pharm Corp of Maine LLC <i>part of Omnicare, reports separately</i>	3/29/2002	12/3/2003	12/3/2003
Pike Industries, Inc. <i>Tilcon of Maine</i>	10/4/1990		
Pine Environmental Services, Inc.	11/16/2007		
Pine State Trading Company	8/2/2005		
Pizzagalli Construction Co., Inc.	5/26/1998		
Plum Creek Timber Company <i>Plum Creek Marketing, Inc.</i>	10/15/1998		
Poland Spring Bottling Co. <i>div of Nestle Waters North America</i>	6/8/1999		
Pollack Corporation, The <i>dba G. M. Pollack & Sons</i>	8/25/1992		
Portage Wood Products LLC	9/29/2006		
Portland Air Conditioning, Inc.	2/15/2005		
Portland Fish Exchange, Inc.	6/3/2003		
Portland Press Herald/Maine Sunday Telegram	8/24/2005		
Portland Water District	9/4/2002		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Pratt & Whitney Aircraft Group <i>a United Technologies company</i>	6/22/1990	6/22/1990	
Pro Search Inc.	10/24/2007		
Progressive Distributors, Inc.	5/18/1993		
Project Staffing Inc.	12/23/2005		
Prudential Financial	11/1/2005		
R R Donnelley (Wells Plant) <i>fmr Spencer Press Inc.</i>	7/21/2000		
R T S Packaging LLC <i>fmr Rock-Tenn</i>	5/28/1991	11/4/1991	11/4/1991
Radiodetection Corporation	9/5/2003		
Rare Hospitality International Inc. <i>Bugaboo Creek Holdings Inc.</i>	9/17/1999	9/17/1999	
Reed & Reed Inc.	6/25/1992	5/9/2007	5/9/2007
Riley Medical, Inc.	8/17/1993		
Robbins Lumber Inc.	9/29/2006		
Rockland Marine Corporation	1/24/2007		
S B A Network Services	2/4/2004	9/4/2004	9/4/2004
S W & B Construction Co.	4/29/1991	2/22/1999	2/22/1999
Safe Handling Inc	5/10/2007		
Saint-Gobain B T I, Inc. <i>Brunswick Technologies, Inc.</i>	7/9/1999		
Sappi Fine Paper (Somerset) <i>fmr S. D. Warren</i>	5/28/1991	12/30/1993	
Sappi Fine Paper (Westbrook) <i>fmr S. D. Warren</i>	4/29/1991	12/30/1993	
Sargent Corporation <i>fmr H. E. Sargent</i>	4/17/1996		
Scarborough, Town of	2/25/2003		
Scholastic Book Fairs <i>Scholastic, Inc.</i>	5/2/2001	5/2/2001	5/2/2001
Scooter Store, The	10/26/2005		
Seaboard Security	9/15/2004		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Securitas Security Services U S A <i>Burns Security, Halls Security Services, Inc.</i>	9/15/2004		
Shaw's Supermarkets, Inc., Wells Distribution Ctr.	6/10/2000		
Shaw's Supermarkets/Stores Only	11/18/2005		
Sigco, Inc	11/29/2007		
Sisters of Charity Health System <i>includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED</i>	7/19/1995		
Skowhegan, Town of	8/28/1998		
Smith & Wesson Corporation	3/27/2003		
Solon Manufacturing Co.	7/19/1995		
Sonoco Products Company	7/31/1991		
South Portland, City of	11/7/2006		
Specialty Minerals Inc.	4/6/1996	4/3/1997	
Sprague Energy Corporation	4/13/1995		
Springborn Staffing/Industrial Staffing	11/15/2005		
Spudnik Equipment Company LLC	8/16/2005		
St. Paul Travelers <i>fmr St. Paul Companies</i>	7/24/1990		
Staff Management	1/20/2004		
Standard Insurance Company, The	3/25/2003		
Standard Waterproofing, Inc.	4/13/1998		
Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001
Sullivan & Merritt Inc.	5/18/1993		
Target Corporation	7/9/2001		
Teaford Construction	4/26/2007		
Time Warner Cable	1/20/2004		
Trans-Tech Industries Inc.	9/27/2000		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Tweeter Home Entertainment Group	11/18/2005		
U B S Financial Services Inc. <i>fmr Paine Webber Inc.</i>	4/23/2004		
U. S. Cellular	5/5/2000		
Unifirst Corporation	5/20/1993		
Union Water Power Co.	7/21/2000	4/2/2003	4/2/2003
Valenite, LLC	9/1/2005		
Valley National Gases LLC <i>Advantage Gases and Tools</i>	12/20/2007		
Verizon New England <i>formerly Nynex</i>	10/5/1994	10/5/1994	10/5/1994
Verso Paper (Androscoggin Mill) <i>fmr International Paper</i>	11/5/1990	6/9/1994	
Verso Paper (Bucksport Mill) <i>fmr International Paper</i>	3/23/1990	9/19/2001	9/19/2001
Vescom Corporation	5/18/1993		
VingTech Corporation	11/16/2007		
Volk Packaging Corporation	8/17/2006		
Waldron Group of Companies	2/7/2007		
Wal-Mart Stores Inc.	3/31/1998		
Walpole Woodworkers Inc.	2/12/2001		
Waterville Anesthesia Associates	4/30/1993	4/30/1993	4/30/1993
Watts FluidAir (div Parker Hannifin)	6/24/1997		
Wausau Paper Specialty Products LLC <i>Wausau Paper Otis Mill Inc.</i>	9/2/1999		
Webber Oil Company	4/17/1996		
WestPoint Home Inc. <i>WestPoint Stevens Inc.</i>	12/22/1998		
Whatman Inc.	6/4/2003		
Willette Welding, Inc.	12/22/1999		
William Atwood Lobster Company	10/13/2006		

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

Employer Former Name or Alias	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Wise Business Forms, Inc. <i>EPX</i>	6/3/2003		
Wood Structures Inc.	3/25/1991		
Work Source Staffing Services <i>Work Source became a dba of M & K Inc. during 2007</i>	3/13/2001		
Wright-Ryan Construction, Inc.	2/24/2005		
Wyman & Simpson, Inc.	5/18/1993		
XPEDX <i>Division of International Paper</i>	7/21/1993		
Z F Lemforder Corporation	12/3/1991		
Zampell Refractories, Inc.	12/30/1993	12/30/1993	12/30/1993

Appendix 2

In order to maintain approval of probable cause or random/arbitrary employee testing policies, employers must have an employee assistance program (EAP) certified by the Department of Health and Human Services. The following is a list of employers required to have EAPs.

Employer	Location	
Associated Grocers of Maine	Gardiner	ME
Bangor Gas Company	Bangor	ME
Bangor International Airport	Bangor	ME
Bath Iron Works	Bath	ME
Blake Equipment Company*	Bloomfield	CT
Cascades Auburn Fiber*	Auburn	ME
Cianbro Corporation	Leeds	ME
Cives Steel Company	Augusta	ME
Coca-Cola Bottling Co. of Northern New England	Bedford	NH
Commercial Delivery Systems LLC	Bangor	ME
Domtar Industries Inc.	Baileyville	ME
Enterprise Engineering, Inc.	Freeport	ME
F M C Corp.	Rockland	ME
Fisher Engineering	Rockland	ME
Fraser Papers Ltd.	Madawaska	ME
Fraser Timber Ltd.	Ashland	ME
Fulghum Fibres, Inc.	Augusta	GA
General Dynamics ATP	Saco	ME
General Parts Inc./Carquest	Bangor	ME
Genuine Parts Company	Westbrook	ME
Haley's Metal Shop	Biddeford	ME
Hannaford Bros. Distribut'n Ctr.	Portland	ME
Hollywood Slots at Bangor, etc.	Bangor	ME
Huber Engineered Woods, LLC	Easton	ME
Huhtamaki	Waterville	ME
Irving Forest Products, Inc. (Pinkham Mill)	Ashland	ME
JF2 LLC	Gardiner	ME

Appendix 2, Continued

Employer	Location	
Katahdin Forest Products/Cedar Ideas	Oakfield	ME
Katahdin Paper Company LLC	E. Millinocket	ME
L K Q Gorham Auto Parts Inc.*	Gorham	ME
Louisiana-Pacific Corporation	Houlton	ME
McCain Foods USA, Inc.	Easton	ME
Mid Maine Communications	Bangor	ME
Mid State Machine Products	Winslow	ME
Midwest Price Co., LLC	Monticello	AR
Naturally Potatoes	Mars Hill	ME
NewPage Corporation	Rumford	ME
Old Town Canoe	Old Town	ME
Omnicare Pharmancy of Maine	Westbrook	ME
Oxford Networks	Lewiston	ME
P S C Industrial Outsourcing*	Toledo	OH
Parkview Adventist Medical Center	Brunswick	ME
Pepsi Bottling Group, The	Manchester	NH
Pharm Corp of Maine LLC	Augusta	ME
Pratt & Whitney Aircraft Group	North Berwick	ME
R T S Packaging LLC	Scarborough	ME
Rare Hospitality International Inc.*	Atlanta	GA
Reed & Reed Inc.	Woolwich	ME
S B A Network Services	Roswell	GA
S W & B Construction Co.	Auburn	ME
Sappi Fine Paper (Somerset)	Skowhegan	ME
Sappi Fine Paper (Westbrook)*	Westbrook	ME
Specialty Minerals Inc.	Behlehem	PA
Union Water Power Co.*	Rochester	NY
Verizon New England*	Woburn	MA
Verso Paper (Androscoggin Mill)	Jay	ME
Verso Paper (Bucksport Mill)*	Bucksport	ME
Waterville Anesthesia Associates*	Waterville	ME
Zampell Refractories, Inc.	Auburn	ME

* Currently lapsed, no employee testing permitted

Appendix 3

Laboratories Approved to Do Substance Abuse Testing, 2007

The following laboratories, none in Maine, were licensed as of the end of 2007 to perform the tests for companies with substance abuse testing policies that have been approved by the Maine Department of Labor.

Laboratory Name	Address	Date Expires
ACM Medical Laboratory	160 Elmgrove Park Rochester, NY 14264	05/01/08
Advanced Toxicology Network	3560 Air Center Covve, Suite 101 Memphis, TN 38118	11/05/08
Calloway Drug Testing Labs	34 Commerce Way Woburn, MA 01880	07/01/08
Clinical Reference Laboratory	8433 Quivira Rd. Lenexa, KS 66215	08/20/08
DrugScan, Inc.	1119 Mearns Rd. Warminster, PA 18974	07/10/08
Kroll Laboratory Specialists, Inc.	1111 Newton St. Gretna, LA 70053	05/08/08
Laboratory Corp. of America Holdings	P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, N.C. 27709	01/10/08
Laboratory Corp. of America Holdings	69 First Ave. Raritan, NJ 08869	03/12/08
MAXXAM Analytics, Inc.	6740 Campobello Rd. Mississauga, Ontario Canada L4Z 1p1	05/15/08
Medtox Laboratories, Inc.	402 West County Rd. D Saint Paul, MN 55112	03/01/08

Appendix 3, Continued

Laboratories Approved to do Substance Abuse Testing, 2007.

Laboratory Name	Address	Date Expires
Northwest Toxicology	2282 South Presidents Dr, Suite C West Valley City, UT 84120	05/05/06*
Psychemedics Corp.	5832 Uplander Way Culver City, CA 90230	12/27/08
Quest Diagnostics	3175 Presidential Dr. Atlanta, GA 03040	03/12/08
Quest Diagnostics	10101 Renner Blvd. Lenexa, KS 66219	07/27/08
Quest Diagnostics	400 Egypt Rd. Norristown, PA 19403	06/24/08

* *Renewal overdue*

Appendix 4

Some Controlled Substances, Drug Names, and Classifications

This is a list of some common drug names; it is not meant to be all-inclusive.

Controlled Substances and Drug Names*:

Cannabinoids*:

- Hashish
- Marijuana
- Tetrahydrocannabinol (THC)

Depressants:

- Barbiturates*
- Benzodiazepines*
- Glutethimide
- Methaqualone*

Hallucinogens:

- Amphetamine Variants*
- LSD
- Mescaline and Peyote
- Phencyclidine (PCP, angel dust)*
- Phencyclidine Analogs

Narcotics:

- Codeine
- Heroin*
- Hydromorphone
- Meperidine (Pethidine)
- Methadone*
- Morphine*
- Opium*

Stimulants:

- Amphetamines*
- Cocaine*
- Methylphenidate
- Phenmetrazine

* Substances currently approved for drug testing under Maine law.