

MAINE STATE LEGISLATURE

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Annual Report



Substance Abuse Testing in Maine

Submitted to the Maine Legislature
March, 2013



PAUL R. LEPAGE
GOVERNOR

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

JEANNE S. PAQUETTE
COMMISSIONER

PAMELA TAYLOR
DIRECTOR

Substance Abuse Testing Report 2012

Kirk Duplessis
Bureau of Labor Standards
Maine Department of Labor

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Telephone (207) 623-7900 TTY Users Call Maine Relay 711 FAX (207) 623-7937

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

Scope

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor, Commerce, Research and Economic Development in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. 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.

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. Federal testing programs are regulated by the federal government and are therefore outside the scope of State testing law.

Practice

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.

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 policies are online at: www.maine.gov/labor/labor_laws/substance_abuse_testing.

Each employer with a policy - that has been approved by the Maine Department of Labor - is required to report its testing activities annually in a mandatory 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.

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.

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

Responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. For a list of approved testing laboratories, contact the Maine Department of Labor.

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

Any employer with more than 20 full-time employees must have a functioning Employee Assistance Program (EAP) prior to testing their employees, as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by the Department of Health and Human Services and certification must be renewed every two years.

Results by Type of Test

Applicant Testing

Applicant testing is reserved for individuals who have been offered employment with a company or placed on a roster of eligibility for employment. Testing is conducted before the individual is hired.

Probable Cause

Probable cause testing is conducted where reasonable grounds exist to believe that an existing employee may be under the influence of a substance of abuse.

Random/Arbitrary Testing

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Arbitrary testing is based on criteria unrelated to substance abuse, such as the anniversary of hire date.

Table 1: Results by Test Type, Maine, 2012

	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/Arbitrary Tests	Random/Arbitrary Percent Positive
Total Tests	15,938		20		1271	
Total Invalid Tests	8	0.1%	0	0%	0	0.0%
Total Positive Results	602	3.8%	3	15.0%	30	2.4%
Cannabinoids	537	3.4%	2	10.0%	24	1.9%
Cocaine	12	0.1%	0	0.0%	1	0.1%
Amphetamines	23	0.2%	0	0.0%	2	0.2%
Opiates	9	0.1%	1	5.0%	2	0.2%
Methadone	6	0.0%	0	0.0%	0	0.0%
Phencyclidine	0	0.0%	0	0.0%	0	0.0%
Benzodiazepines	1	0.0%	0	0.0%	0	0.0%
Alcohol	9	0.1%	1	0.0%	1	0.1%
Barbiturates	2	0.0%	0	0.0%	0	0.0%
Methaqualone	0	0.0%	0	0.0%	0	0.0%

Results by Industry

Every company in the State of Maine is assigned an industry code based on the North American Industrial Classification System (NAICS). Table 2 shows testing results for each industry, based on the NAICS of the employer. The services industry conducted the most tests in 2012. The Manufacturing industry had the highest percentage of positive results.

Table 2: Results of All Tests by Industry, Maine, 2012

<i>Industry</i>	<i>Policies</i>	<i>Test</i>	<i>Positives</i>	<i>Percent Positive</i>
All Industry	452	16,975	628	3.7%
Construction	60	1,791	67	3.7%
Heavy Construction	14	1,133	31	2.7%
Other Construction	46	658	36	5.5%
Manufacturing	112	3140	127	4.0%
Electronic/Electrical Equipment	8	170	15	3.0%
Plastics and Rubber	9	134	4	8.8%
Food Products	9	182	8	4.4%
Paper Products	17	814	22	2.7%
Wood Products	23	206	17	8.3%
Other Manufacturing	46	1,634	61	3.7%
Other	6	213	16	7.5%
Other	6	213	16	7.5%
Services	158	7,517	218	2.9%
Health Care and Social Assistance	26	2,654	16	0.6%
Professional/Scient/Tech Svcs	26	283	7	2.5%
Other Services	106	4,580	195	4.3%
Trade	88	3,823	191	5.0%
Retail	41	3,186	156	4.9%
Wholesale	47	637	35	5.5%
Transportation and Public Utilities	28	491	9	1.8%
Transportation and Public Utilities	28	491	9	1.8%

Results by Substance

Table 3 shows the results of testing in 2012 by substance. Many employers use a common five- panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2012 tests, 3.4 percent of tests had a positive result. Cannabinoids accounted for 87.7 percent of all positive test results.

Table 3: Results of All Tests by Substance, Maine, 2012

Substance	Employers Testing	Total	Total Positive	Percent Positive	Percent of Positives
All Substances	304	17,229	634	3.7%	
Cannabinoids	303	17,121	500	3.3%	88.8%
Amphetamines	300	17,105	25	0.1%	3.9%
Opiates	299	17,074	12	0.1%	1.9%
Cocaine	297	17,035	12	0.1%	2.1%
Phencyclidine	293	16,142	0	0.0%	0.0%
Benzodiazepines	168	10,620	1	0.0%	0.2%
Barbiturates	165	9,793	2	0.0%	0.3%
Methadone	153	9,175	6	0.1%	0.9%
Methaqualone	139	8,549	0	0.0%	0.0%
Alcohol	41	2,374	10	0.4%	1.6%

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.

Year-by-Year Results

Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989. Since then results have been collected every year. The number of employers with approved policies has increased steadily since that time. The highest percentage of positive tests was 4.9 percent, occurring in 2007 and 2002. The lowest percent positive was 2.0 percent, occurring in 1993.

Table 4: Yearly Totals, 1990-2012

Year	Number of Employers w/ Policies	Total Tests	Total Positives	Total Percent Positive	Applicant Tests	Applicant Positives	Applicant Percent Positive	Probable Cause Tests	Probable Cause Positives	Probable Percent Positive	Random Tests	Random Positives	Random Percent Positive
2012	452	17,229	634	3.7	15,938	602	3.8	20	3	15.0	1,271	30	2.4
2011	433	16,439	545	3.4	15,580	532	3.4	12	3	25.0	847	16	1.9
2010	433	21,388	931	4.4	20,267	897	4.4	39	6	16.2	1,082	28	2.6
2009	412	17,399	666	3.8	16,719	631	3.8	16	6	37.5	664	29	4.4
2008	384	23,437	1,086	4.7	22,477	1,045	4.7	13	2	15.4	947	37	3.9
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	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	0	425	9	2.1
1997	147	13,097	392	3.0	12,616	375	3.0	7	1	14.3	474	16	3.4
1996	134	10,854	346	3.2	10,493	330	3.1	7	3	42.9	354	13	3.7
1995	116	9,708	236	2.4	9,484	231	2.4	11	3	27.3	213	2	0.9
1994	112	7,035	211	3.0	6,818	202	3.0	4	1	25.0	213	8	3.8
1993	107	5,502	109	2.0	5,278	101	1.9	3	1	33.3	221	7	3.2
1992	90	4,837	192	4.0	4,724	186	3.9	1	0	0	112	6	5.4
1991	75	3,289	137	4.0	3,214	133	4.1	0	0	0	75	4	5.3
1990	47	3,643	128	3.5	3,631	128	3.5	0	0	0	12	0	0

Appendix 1 – Employers with approved substance abuse testing policies

Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
@WORK Personnel Services	7/2/1996		
1 Parts, Inc./Carquest	11/25/1997	4/27/1999	4/27/1999
A A A of Northern New England, Inc	10/29/2003		
A B C Supply Company, Inc	12/2/2009	12/2/2009	
A C S	6/7/2006	6/7/2006	
A V X Tantalum Corp.	9/27/2000		
A W S	2/24/1999		
Acme-Monaco Corporation	1/7/2003		
Acuren Inspection	10/6/2000		
ADECCO Employment Services	8/12/1997		
Aetna, Inc	2/16/2000		
AG World Support Systems, LLC	3/25/2010		
Air Temp, Inc	8/6/2003		
Alexander & Associates	1/2/2001	4/1/2003	
Allstate Insurance Company	3/25/1991		
AMEC Earth & Environmental, Inc	11/17/2010		
American Aerial Services, Inc	5/11/2007	3/4/2008	3/4/2008
American Industrial Construction, LLC	4/15/2011	6/16/2011	6/16/2011
American Red Cross Blood Services, N. E. Region	8/22/2005		
American Steel and Aluminum Corporation	4/30/2001		
AmeriCold Logistics, LLC	1/18/2008		
Androscoggin Home Care & Hospice	3/30/2007	2/20/2009	
Applicator Sales & Service, Inc	2/7/2007		
Aroostook Medical Center	11/15/2010		
ASRC Federal Holding Company	6/23/2011		
Associated Grocers of New England Inc,	5/3/2011		
Atlantic Pest Solutions	8/22/2011		
Atlantic Scaffolding Co.	12/3/2007	4/29/2008	
Atwood Lobster Company	10/13/2006		
Auburn, City of	6/9/1994		
Automotive Supply Associates, Inc	12/6/2007	12/6/2007	
B & M Baked Beans	9/4/2002		
B B I Waste / Blow Bros.	9/11/2008		
B J's Wholesale Club, Inc	6/9/1994		
Backyard Farms, LLC	8/15/2006		
Baileyville Police Dept.	2/24/1999	7/22/2002	7/22/2002
Balance Staffing	5/10/2011		
Bancroft Contracting Corp	2/1/1994		
Bangor Area Visiting Nurses	12/16/1992		
Bangor Gas Company	6/11/2002	4/12/2005	
Bangor Hydro Electric Company	12/23/2009		
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005
Bank of America Child Development Center	4/30/2002		
Barber Foods	9/9/1997		
Barclays	4/30/2008		
Bath Iron Works	2/27/1990	9/4/2002	9/4/2002
Bath Water District	1/29/2003		
Beacon Partners	10/26/2012		
Best Buy Stores LP	12/16/1998		
Best Employment Services	3/21/2012		
Biddeford Internet Corporation	8/11/2005		
Big Brothers Big Sisters	6/28/2010		
Black Bear Development, LLC			
Blake Equipment Company	12/21/1998	12/21/1998	
Bob's Discount Furniture of Massachusetts	3/11/2004		
Boise Structural Solutions	6/3/2009	10/5/2009	
Bonney Staffing Center	1/2/2003		

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Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Brewer Housing Authority	9/11/2008		
Brewer, City of	12/12/2000		
Brockway-Smith	1/28/2003		
C C B, Inc	6/2/1998		
C C I Systems, Inc	6/21/2002	6/21/2002	6/21/2002
C E C Entertainment	2/10/2009		
C P M Constructors	5/9/2007		
C. N. Brown Company	6/6/2001		
Cabela's Retail, Inc	1/15/2008		
Calais, City of	6/3/2003		
Calpine Westbrook Energy Center	10/18/1999		
Capital Area Staffing Solutions	9/7/2006		
Carbonite	12/8/2011		
Cascades Auburn Fiber	8/8/2007	8/16/2006	
Casella Waste Systems, Inc	12/16/1998		
Casey Industrial, Inc	4/10/2007		
CCH Small Firm Services	11/19/2008		
Central Maine Conditioning Clinic, Inc	3/1/2011	6/15/2011	
Central Maine FCU	3/26/2009		
Central Maine Power	10/18/1990		
CES, Inc		3/31/2010	3/31/2010
Chadwick BaRoss, Inc	7/21/1993		
Cianbro Corporation	2/27/1990	2/27/1990	2/27/1990
Cives Steel Company	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
Community Concepts, Inc	10/24/2001		
Community Pharmacies LP	2/28/2011		
Consigli Construction Company	6/30/2008		
Contech Construction Product, Inc	6/17/2006		
Contemporary Staffing Solutions	8/12/2009		
Corinth Wood Pellets, LLC	1/26/2007		
Corning, Inc	9/19/2001		
Correct Care Solutions	6/4/2012	8/9/2012	8/9/2012
CoWorx Staffing Services, LLC	3/14/2007		
CPRC Group	4/3/2006		
CRI-SIL, LLC	10/24/2000		
Crystal Clear Communication	4/16/2009		
Cummins Northeast, LLC			
D & G Machine Products, Inc	7/31/1991		
D. L. Thurrott Air	1/28/2002		
Dahl-Chase Diagnostic Services	4/25/2011		
Damon Mechanical Services	4/13/2005		
Danforth Habilitation	5/28/2008		
Darden Restaurants, Inc	1/16/2012	9/17/1999	
Davey Tree Expert Company	10/24/2008	10/24/2008	10/24/2008
Dennis Paper & Food Service	12/24/1991		
Designtex	10/12/2011		
Dingley Press	8/5/2006		
Diver Down Underwater Services	12/4/2001		
Doherty Employment Group	11/15/2007	11/15/2007	
Down East Toyota-Scion-Buick	2/9/2000		
Dragon Products	6/7/2007	5/19/2011	
Ducktrap River of Maine	12/28/1998		
Duratherm Window Corporation	10/8/2003		

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Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Dysarts Service	6/28/2010		
E. S. Boulos Company	6/2/1998		
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003		
Eastern Maine Healthcare	1/15/1991		
Eaton Electrical, Inc	9/2/1999		
Ed Hodsdon Masonry	4/29/2008		
Edward D Jones & Co.	3/23/2012		
Electronic Mobility Controls	3/31/2010		
Ellen M. Leach Memorial Home	6/21/2012		
Ellsworth Builders Supply, Inc	9/25/1990		
Elmet Technologies	10/4/1990		
Emery-Waterhouse	4/8/1998		
Energy & Resource Solutions	9/17/2012	9/17/2012	
Energy East Management Corp.	7/7/2003		
Enterprise Engineering, Inc	9/10/2002	10/16/2002	10/16/2002
Enterprise Trenchless Technologies	5/21/2010		
Enviro Mats, Inc	3/22/2011		
Environmental Projects, Inc	6/30/2008		
ESOCO Orrington, Inc	6/3/1992		
Etna, Town of	2/19/2009	2/19/2009	2/19/2009
Everett J. Prescott	2/25/2000		
Evonik Cyro, LLC	7/24/1990		
Express Personnel Services	10/12/2006		
F M C Corp.	3/22/1990	5/18/1993	5/18/1993
F P L Energy Maine Operating Services, LLC	6/23/2000		
F.A. Peabody Company			6/21/2012
FairPoint Communications	10/5/1994	10/5/1994	10/5/1994
Federal Marine Terminals, Inc	3/25/2009	3/25/2009	3/25/2009
Federal Program Integrators, LLC	8/4/2010		
Fiber Materials, Inc	6/27/1990		
First Protection Services, Inc	2/18/2004	5/13/2008	9/16/2009
Fisher Engineering	2/23/2012	3/5/2012	
Flemish Master Weavers	11/21/1990		
Forest Avenue Veterinary Hospital	9/15/2009		
Formed Fiber Technologies, Inc	12/12/2000		
Formtek, Inc	4/23/2004		
Fraser Papers Ltd.	4/15/1994		9/23/1998
Fraser Timber Ltd.	8/10/2007	8/10/2007	
Fresenius Medical Care	4/22/2011		
Fulghum Fibres, Inc	10/8/1997	12/12/2007	12/12/2007
Fuller Marine	5/7/2009	5/7/2009	5/7/2009
G A C Chemical Corporation	8/19/2005		
Gagne & Son Concrete Blocks, Inc	3/12/2004		
Ganneston Construction Corporation	1/14/2009		
Garellick Farms of Maine	5/20/1998		
General Dynamics ATP	2/28/1990	8/7/1991	6/16/1993
General Electric (Auburn)	10/18/1990		
General Electric (Bangor)	5/24/1990	8/31/2011	8/31/2011
General Electric Power & Water		3/20/2012	3/20/2012
Genplex, Inc	9/15/2009		
Genuine Parts Company	9/27/2005	10/14/2005	
Giroux Oil Service Company	11/3/2004		
Global Environmental Solutions, Inc	1/28/2011		
Gorham Sand & Gravel	6/21/2010		
Grainger Industrial Supply	5/30/2000		
Great Falls Construction	11/17/2006		
Griffin Greenhouse and Nursery		6/13/2012	

Appendix 1 – Employers with approved substance abuse testing policies

Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Guardian Pharmacy, LLC	6/4/2010		
Guardsmark, LLC	12/5/1996		
Gulf Oil Limited Partnership	8/12/2008	8/12/2008	8/12/2008
H M S Host International	1/5/1996		
H P Hood, LLC	5/15/2003		
H. Finkleman Co. - Schnitzer NorthEast	4/5/2007		
Hale Trailer Brake & Wheel, Inc	8/6/2003		
Haley's Metal Shop	1/8/2004	5/9/2007	
Hamlin Inc., Process Pipng			6/15/2012
Hampden Department of Public Safety	1/27/1999		
Hancock Lumber	4/29/1991		
Hanger, Inc.	3/3/2010		
Hannaford Brothers Distribution Center	5/18/1993	7/25/2000	10/1/1996
Harbor Technologies LLC	9/20/2012		
Haskell Lumber	6/1/2007		
Hawkeye, LLC	2/3/2010		
Hertz Corporation, The	6/11/2002		
Hinckley Co., LLC, The	9/4/2002		
Hollywood Slots at Bangor	6/29/2005	4/27/2007	
Home Depot	11/1/1996		
Horizon Solutions, LLC	12/15/2010		
Hostess Brands	1/3/1992		
Houlton Police Department	10/19/2007		
Huber Engineered Woods, LLC	4/29/1991	4/29/1991	
Huhtamaki	7/24/1990	7/30/1999	
Hussey Seating Company	12/24/1990		
Huttig Building Products	1/14/2009	1/14/2009	1/14/2009
ICON Connections, Inc	3/17/2009		
Idearc Media Corp.	5/25/2008		
IFCO Systems North America	2/3/2012		
Ikon Office Solutions, Inc	2/24/1999		
Imerys/Americarb, Inc	7/14/2000		
INFAB Refractories	7/22/1993		
Innovative Distribution Services	9/1/2000		
Insurance Services Office, Inc	10/31/2008		
Irving Forest Products (Dixfield Sawmill)	3/1/2010	7/14/2010	
Irving Woodlands, LLC	4/12/2011		
Jagger Brothers, Inc	5/14/2001		
Jean's Waterproofing, Inc	7/8/2004		
Johns Manville (Lewiston)	1/21/1997		
Johnson & Jordan, Inc	3/11/2005		
Johnson Outdoors Watercraft, Inc	2/25/2003	2/25/2003	
Jotul North America	6/4/2010		
Kassbohrer All Terrain Vehicles, Inc	10/24/2000		
Katahdin Forest Products/Cedar Ideas	1/18/2005	1/18/2005	
KBR, Inc.	4/29/1991	2/22/1999	2/22/1999
Keeley Crane Service	6/30/2008		
Kelly Services, Inc	1/30/2003		
Kelsey's Appliance Village			7/12/2011
Kennebunkport Police Department	3/28/2002		
KidsPeace National Centers of New England	5/5/2000		
Kohl's Department Stores	8/4/2004		
Kris-Way Truck Leasing, Inc	2/11/2009		
L & B Electrical Contractors, Inc	2/25/2003		
L K Q Gorham Auto Parts, Inc	12/6/2004	8/17/2005	
L M S Intellibound, Inc	2/8/2004		
Lane Construction Corp., The	12/16/1992	4/11/2012	4/11/2012
Layne Christensen Company	5/30/2012		

Appendix 1 – Employers with approved substance abuse testing policies

Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Lewiston, City of	4/8/2008		
Lincare, Inc	2/9/2000		
Lincoln Paper and Tissue, LLC	1/12/2005		
Lohmann Animal Health International	12/4/2001		
Lonza Rockland	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		
M B Bark	4/3/2006		
Madison Paper Industries	4/19/1990		
Maine Business Services	4/30/2002		
Maine Distributors	5/2/2007		
Maine Drilling and Blasting	9/9/1999		
Maine Medical Center	9/25/2008		
Maine Medical Partners	6/8/2010		
Maine Organic Therapy	5/31/2011	5/31/2011	5/31/2011
Maine Plastics	7/21/2000		
Maine Public Service	6/13/1990		
Maine Veteran's Homes	9/10/2009		
Maine Woods Company, LLC	4/21/1999		
Mainely Vinyl, Inc	9/21/1998		
MaineToday Media, Inc	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		
Max Finkelstein, Inc	5/21/2009		
McCain Foods USA, Inc	2/24/1992	4/28/1998	4/28/1998
McHale & Associates, Inc	12/31/2009	12/31/2009	2/18/2010
Medical Staffing Network	3/28/2002		
Mercy Hospital	11/20/2008		
Messer Truck Equipment	4/23/2012		
Met Life	6/3/2009		
Metz Culinary Management	1/22/2013		
Mexico Water District	10/29/2003	10/29/2003	
Microdyne Outsourcing, Inc	7/9/2010		
Mid Coast Health Services	6/7/2012		
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	8/2/2005		
Modern Pest Services	11/17/2006		
Montreal, Maine & Atlantic Railway	6/19/1998		
Morin Brick Company	6/15/2010		
Mount Hope Cemetery Corporation	4/15/1995		
Mountain Ltd	9/12/2012	9/12/2012	
Mr. Signs, Inc	10/22/2007	10/22/2007	
Multiband	9/15/2005		
MYR Group, Inc	2/4/2011	5/4/2011	
N R F Distributors, Inc	6/30/2004		
Nadeau's Refrigeration	7/23/2009		
Nappi Distributors	3/29/2010		
Naturally Potatoes	11/18/2005	8/7/2007	
NDC Communications	12/5/2012		
Netflix, Inc	6/15/2007	6/15/2007	10/10/2007
New England Insulation	4/29/1999		
New England Rehab Hospital of Portland	10/20/1997		
New England Truck Tire Centers, Inc	4/8/2004		

Appendix 1 – Employers with approved substance abuse testing policies

Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
New York Life Insurance Company	3/28/2002		
NewPage Corporation	3/19/1990	10/25/1990	10/25/1990
Newport, Town of	11/8/2006		
Nichols Portland (div Parker Hannifin)	12/22/1998		
North American Industrial Services	4/7/2009		
North East Mobile Health Services	1/1/2009		
North Woods Contracting	1/28/2011		
Northeast Airmotive	9/18/2001		
Northeast Cardiology Associates	11/3/2005		
Northeastern Environmental Services	7/21/2000		
Northeastern Log Homes, Inc	4/21/2000		
Northern Pride Communications, Inc	6/13/2011	6/13/2011	
Nortrax	9/11/2002		
Norway Water District	11/8/2006		
Norway-Paris Solid Waste, Inc	7/7/2004		
Oakhurst Dairy	2/28/1990		
Ocean Farm Technologies	5/3/2012		
Ocean State Job Lot	4/27/2006		
O'Connor Constructors, Inc	7/9/1999		
Oldcastle Lawn & Garden North	2/9/2012		
Omnicare Pharmacy of Maine	3/29/2002	12/3/2003	12/3/2003
OTT Communications	12/31/2003	12/3/2007	12/3/2007
Owens Corning Composites, LLC	7/9/1999		
Oxford Networks	12/3/2003	9/27/2006	9/27/2006
P F G Northcenter	9/19/1990		
P S C Industrial Outsourcing	11/10/1993		11/16/1998
PAGEmployment	6/4/2004		
Panolam Industries International	9/19/1990		
Paradigm Window Solutions	4/16/2009		
Parkview Adventist Medical Center		11/17/2006	
Pathways, Inc	1/7/2011		4/20/2011
Patriot Insurance Company	2/1/2008		
Paul G. White Tile Company	7/21/1993		
Paychex	6/15/2007	7/23/2008	
Peer Technical Group, LLC	7/15/2011		
Pegasus Cleaning Corp.	2/15/2007		
PenBay Healthcare & Affiliates	5/2/2007		
Penobscot County Sheriff's Office	8/11/1998		
Penobscot Job Corps Center	11/8/2006		
Penobscot Regional Communications Center	1/27/1999		
Pepsi Bottling Group, The	12/29/1992	10/10/2007	
Perma Treat Corporation	3/13/2001		
Phoenix Houses of New England	3/19/2009		
Pike Industries, Inc	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	10/15/1998		
PM Construction	2/24/2012		
Poland Spring Bottling Co.	6/8/1999		
Portage Wood Products, LLC	9/29/2006		
Portland Fish Exchange, Inc	6/3/2003		
Portland Water District	9/4/2002		
Pratt & Whitney Aircraft Group	6/22/1990	6/22/1990	
Pro Search, Inc	10/24/2007		
Procter and Gamble Tambrands, Inc	1/13/1999		
Progressive Distributors, Inc	5/18/1993		
Project Staffing, Inc	12/23/2005		

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Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
Protection Response Center LLC	9/20/2012		
Prudential Financial	11/1/2005		
QuantumClean	3/21/2012		
R J Grondin & Sons	6/16/2010		
R T S Packaging, LLC	7/14/2011	10/5/2011	
Radiodetection Corporation	9/5/2003		
RailWorks Corporation	4/16/2008		
Ransom Environmental Consultants	9/11/2008	9/11/2008	9/11/2008
Reed & Reed, Inc	6/25/1992	5/9/2007	5/9/2007
ReEnergy Biomass Operations	5/14/2008	5/14/2008	
Re-Harvest, Inc/Harvest Hill Farms	5/28/2008		
Remedy Compassion Center	1/3/2011	1/3/2011	
Resource Real Estate Management, Inc	7/9/2009		
RN Network	11/30/2012		
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 X C Health Solutions Corporation	8/9/2010		
Safe Alternatives	5/13/2011		
Sanborn Head & Associates, Inc		6/6/2011	6/6/2011
Sappi Fine Paper (Somerset)	5/28/1991	12/30/1993	
Sappi Fine Paper (Westbrook)	4/29/1991	12/30/1993	
Sargent Corporation	4/17/1996		
Savage Safe Handling, Inc	5/10/2007	3/31/2008	3/31/2008
Savings Bank of Maine	1/13/2011		
SBM Site Services, LLC	6/16/2009		
Scarborough, Town of	2/25/2003		
Scholastic Book Fairs	5/2/2001	5/2/2001	5/2/2001
Scooter Store, The	10/26/2005		
Seaboard Security	9/15/2004	2/19/2008	2/19/2008
Securitas Security Services U S A	9/15/2004		
Security Shredding, Inc	1/4/2010	1/4/2010	5/14/2010
Shaw's Supermarkets, Inc, Wells Distribution Ctr.	6/10/2000	10/9/2008	
Shaw's Supermarkets/Stores Only	11/18/2005		
Sigco, Inc	11/29/2007		
Silvers Auto Parts, Inc	6/9/2011		
Sisters of Charity Health System	7/19/1995		
Skowhegan, Town of	8/28/1998		
Smith & Wesson Corporation	3/27/2003		
Sodexo America, LLC	3/3/2008		
Somic America	9/17/1999		
Sonoco Products Company	7/31/1991		
South Portland, City of	11/7/2006		
Specialty Minerals, Inc	4/6/1996	4/3/1997	
Spiller's	10/16/2009		
Sprague Energy Corporation	4/13/1995		
Springborn Staffing/Industrial Staffing	11/15/2005		
Spudnik Equipment Company LLC	8/16/2005		
SPX Communications Technology	7/9/1999		
SPX Cooling Technologies	2/24/2009		
Staff Management	1/20/2004		
Standard Waterproofing, Inc	4/13/1998	5/17/2011	
Standard, The	3/25/2003		
Station Class Constructors, Inc	1/26/2001	2/6/2001	2/6/2001
Steam Turbine Services, Inc	2/18/2010		
Sullivan & Merritt, Inc	5/18/1993		
Sustainable Forest Technologies, Inc	7/2/2008		

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Employer	Applicant Testing Approved	Probable Cause Testing Approved	Random/Arbitrary Testing Approved
T D Bank NA	6/5/2009		
T P D Construction Co., Inc.		2/28/2012	
Target Corporation	7/9/2001		
Tate & Lyle Ingredients America, Inc	5/2/2008		
Techguard Security, LLC	10/29/2012		
Tempo Employment Services	3/3/2008		
Texas Instruments	12/22/1999		
The Townsend Corp			
Time Warner Cable	1/20/2004		
Titan Machine Products	9/9/2009		
Tracer Construction	3/19/2009		
Trans-Tech Industries, Inc	9/27/2000		
Trask-Decrow Machinery, Inc	7/2/2008		
Travelers	7/24/1990		
Tri-State Staffing Solutions	7/6/2012		
True North Hotel Group	5/11/2009		
True Textiles, Inc	1/26/1999		
Turbine Generator Maintenance, Inc			
U B S Financial Services, Inc	4/23/2004		
U. S. Cellular	5/5/2000		
Unifirst Corporation	5/20/1993		
Union River Boat Company	7/22/2008		
Union Water Power Co.	7/21/2000	4/2/2003	4/2/2003
Unlimited Pipeline Services			7/31/2012
UTC Fire & Security	5/1/2003		
Utility Shared Services	3/3/2008		
V.I.P., Inc.	10/4/2011		
Valley National Gases WV, LLC	12/20/2007		
Vermont Mutual Insurance Group	5/25/2011		
Verso Paper (Androscoggin Mill)	11/5/1990	6/9/1994	
Verso Paper (Bucksport Mill)	3/23/1990	9/19/2001	9/19/2001
Vescom Corporation	5/18/1993		
Vestas-American Wind Technology	7/9/2010		
VingTech Corporation	11/16/2007		
Volk Packaging Corporation	8/17/2006		
VOLT Workforce Solutions	2/17/2012		
W G M E, Inc	1/29/2008		
WahlcoMetroflex, Inc	12/4/2008	12/4/2008	12/4/2008
Waldron Group of Companies	2/7/2007		
Walgreen Co.	4/22/2010		
Wal-Mart Stores, Inc	3/31/1998		
Walpole Woodworkers, Inc	2/12/2001		
Watts FluidAir (div Parker Hannifin)	6/24/1997		
Webber Oil Company	4/17/1996		
Wellness Connection of Maine	2/29/2012		
Windward Petroleum	1/16/2008		
Wise Business Forms, Inc	6/3/2003		
Woodard & Curran, Inc	9/8/2010		
Woodland Pulp, LLC	7/31/1991	6/22/2001	
Wright-Pierce	2/28/2012		
Wright-Ryan Construction, Inc	2/24/2005		
Wyman & Simpson, Inc	5/18/1993		
XPEDX	7/21/1993		
Xpress Natural Gas	2/12/2012	1/16/2013	1/16/2013
Zampell Refractories, Inc	12/30/1993	12/30/1993	12/30/1993