

MAINE STATE LEGISLATURE

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2013 Annual Report on

Substance Abuse Testing by Maine Employers

March 2014

Submitted to the Maine Legislature by
Maine Department of Labor
Bureau of Labor Standards

Substance Abuse Testing By Maine Employers 2013

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This publication is available at:
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. The law was initially enacted in 1989 and was amended by the Legislature in 1995, 1999, 2001, 2003, 2005, 2007, 2009 and 2011.

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, which are outside the scope of state testing law. Further, it does not include non-federal employee testing data from some employers who have been exempted under the most recent amendment to the Maine law.

Practice

The administration of the Maine Drug Testing 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.

Any employer desiring to undertake substance abuse testing of current or prospective employees, other than those tested under federal regulations, 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.

Policy templates 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 policy templates are available on the MDOL website: www.maine.gov/labor/labor_laws/substance_abuse_testing. (The template is suggested wording that an employer can use to begin the policy development process. This template should not be confused with the model policy suggested in LD 1669, which would create one master policy for implementation by each employer.)

Survey

Each employer with a drug testing policy approved by the Maine Department of Labor (see Appendix 1) is required to report its testing activities annually. This is accomplished via a mandatory survey conducted by the Department. Survey notices are mailed to all employers with active policies in mid-December each year and data collection continues into January. Exempt employers are also invited to participate in the survey to the extent of any drug testing they perform on non-federally regulated applicants or employees.

Information gathered from 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. Survey data are processed directly into this report.

Results by Type of Test

Table 1 below provides the results of employer drug testing in 2013 based on the types of drug tests that were taken. They include:

Applicant Testing

Applicant testing is 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.

Employee Testing—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.

Employee Testing—Random/Arbitrary

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Some employers with random testing policies select from their pool of safety or performance sensitive positions, while most employers include all employees in the selection process. Arbitrary testing is based on criteria unrelated to substance abuse, such as the anniversary of hire date.

Table 1: Results by Test Type Maine, 2013						
	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/ Arbitrary Tests	Random/ Arbitrary Percent Positive
Total Tests	23,284		44		897	
Total Invalid Tests*	37	0.2%	0	0%	1	0.1%
Total Positive Results	1068	4.6%	3	6.8%	29	3.2%
Cannabinoids	869	3.7%	1	2.3%	23	2.6%
Cocaine	43	0.2%	0	0.0%	2	0.2%
Amphetamines	78	0.3%	0	0.0%	0	0.0%
Opiates	34	0.1%	1	2.3%	2	0.2%
Methadone	12	0.1%	0	0.0%	0	0.0%
Phencyclidine	15	0.1%	0	0.0%	0	0.0%
Benzodiazepines	11	0.0%	0	0.0%	0	0.0%
Alcohol	1	0.0%	1	2.3%	0	0.0%
Barbiturates	4	0.0%	0	0.0%	0	0.0%
Methaqualone	3	0.0%	0	0.0%	0	0.0%

Invalid tests include those with discrepancies that could involve specimen acquisition, sample protection, chain of custody, security, or validation of testing / analytical equipment or procedures. In some cases, invalid tests can be re-taken

Results by Industry

Table 2 shows testing results for each industry, based on the North American Industrial Classification System (NAICS) code. The Services industry conducted the most tests in 2013. The Trade industry had the highest percentage of positive results. The highest subsector is the wood products manufacturing industry.

Table 2
Results of All Tests by Industry
Maine, 2013

<i>Industry</i>	<i>Policies</i>	<i>Test</i>	<i>Positives</i>	<i>Percent Positive</i>
All Industry	474	24,169	1,097	4.5%
Construction	62	1,601	52	3.2%
Heavy Construction	15	845	23	2.7%
Other Construction	47	756	29	3.8%
Manufacturing	118	3,838	182	4.7%
Electronic/Electrical Equipment	9	167	10	6.0%
Food Products	9	241	11	4.6%
Plastics and Rubber	9	88	5	5.7%
Paper Products	15	712	18	2.5%
Wood Products	24	482	79	16.4%
Other Manufacturing	52	2,148	59	2.7%
Other	6	173	7	4.0%
Other	6	173	7	4.0%
Services	171	7,728	233	3.0%
Health Care and Social Assistance	28	2,982	46	1.5%
Professional/Scientific/Tech Services	30	174	3	1.7%
Other Services	113	4,572	184	4.0%
Trade	90	10,311	607	5.9%
Retail	43	9,552	539	5.6%
Wholesale	47	759	68	9.0%
Transportation and Public Utilities	27	518	16	3.1%
Transportation and Public Utilities	27	518	16	3.1%
Transportation and Public Utilities	27	518	16	3.1%

Results by Substance

Table 3 shows the results of testing in 2013 by substance. Many employers use a common five- panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2013 tests, 4.5 percent of tests had a positive result. Cannabinoids accounted for 81.2 percent of all positive test results.

Table 3 Results of All Tests by Substance Maine, 2013					
Substance	Employers Testing	Total	Total Positives	Percent Positive	Percent of Positives
All Substances	317	24,225	1,100	4.5%	
Cannabinoids	316	25,807	893	3.5%	81.2%
Cocaine	313	23,657	45	0.2%	4.1%
Amphetamines	312	24,202	78	0.3%	7.1%
Opiates	312	24,239	37	0.2%	3.4%
Phencyclidine	306	21,604	15	0.1%	1.4%
Barbiturates	176	10,445	4	0.0%	0.4%
Benzodiazepines	175	11,776	11	0.1%	1.0%
Methadone	165	9,386	12	0.1%	1.1%
Methaqualone	145	8,589	3	0.0%	0.3%
Alcohol	54	2,564	2	0.1%	0.2%

Controlled
Substances
and
Drug
Names:

Codeine

Heroin*

Hydromorphone

Meprobamate
(Pethidine)

Methamphetamine

Cannabinoids:

Hashish*
Marijuana*
Tetrahydrocannabinol (THC) *

Depressants:

Barbiturates*
Benzodiazepines*
Glutethimide
Methaqualone*

Hallucinogens:

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

Narcotics:

done*

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. Note that there is a steady increase in the share of positive tests for applicant and probable cause testing. Maine law prohibits probable-cause testing for the first probable-cause event, so probable-cause testing requires an employee to have at least two probable-cause events in order for an employer to require a drug test.

Chart 1: Number of Employers with Policies

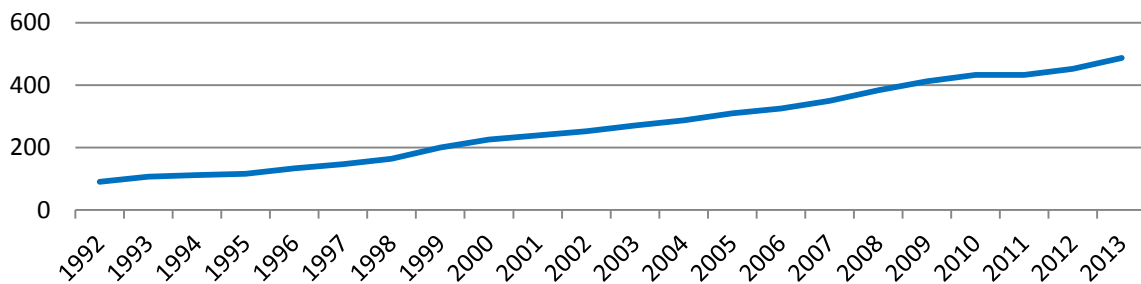


Chart 2: Total Tests

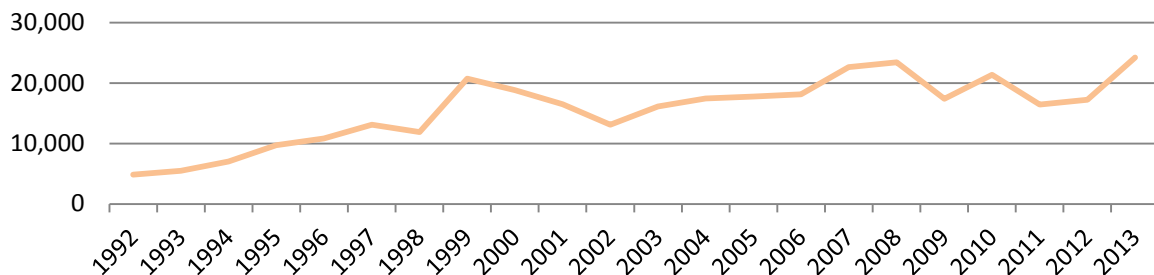


Chart 3: All Tests Percent Positives

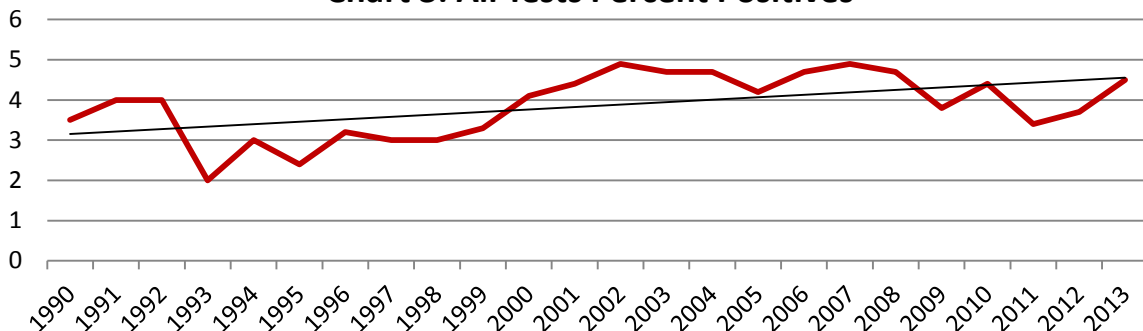


Chart 4: Applicant Testing Percent Positive

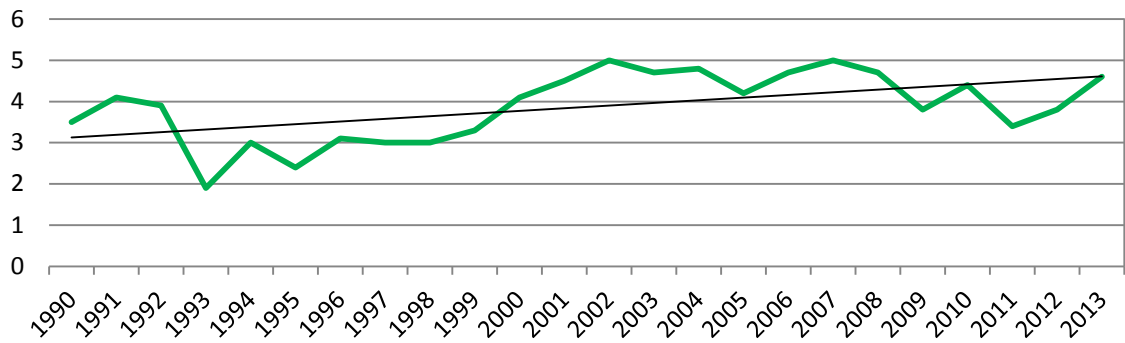


Chart 5: Probable Cause Testing Percent Positive

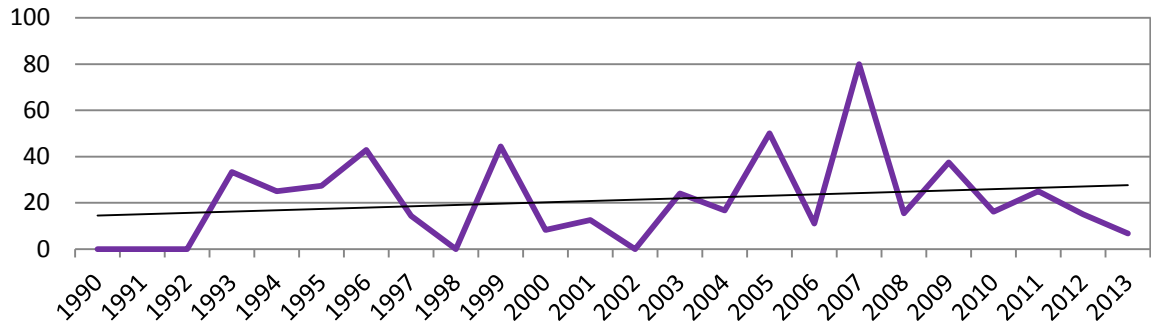


Chart 6: Random Testing Percent Positive

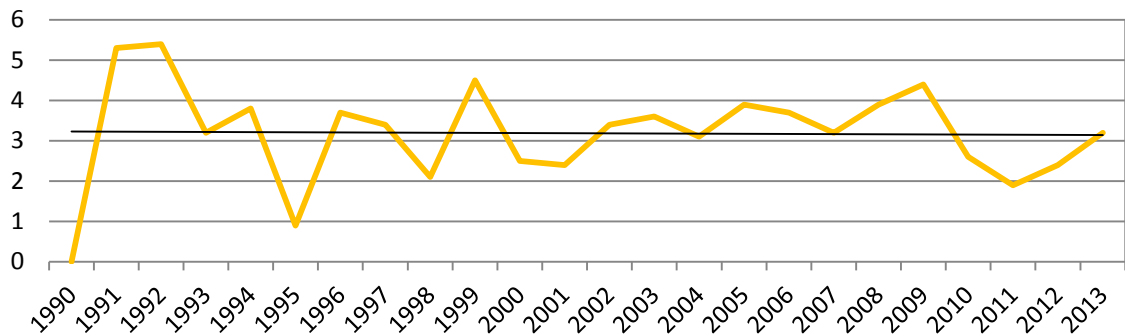


Table 4

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
2013	487	24,225	1100	4.5	23,284	1,068	4.6	44	3	6.8	897	29	3.2
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

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
@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				
Acadia insurance	07/02/2013			✓	
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		✓	
Apothecary by Design	04/25/2013	10/07/2013		✓	
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				
Balfour Beatty investment, Inc.	02/01/2013	2/26/2013		✓	
Bancroft Contracting Corp	2/1/1994			✓	
Bangor Area Visiting Nurses	12/16/1992				

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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			✓	
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 (Iberdrola)	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		✓	

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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		
Coutts Brothers, Inc.	9/27/2013			✓	
CoWorx Staffing Services, LLC	3/14/2007			✓	
CPRC Group	4/3/2006			✓	
Craft Beer Guild Distributing of Maine			10/15/2013	✓	
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	✓	
Davis Brothers, Inc	8/7/2013		8/7/2013	✓	
Dealer Tire	8/9/2013	8/9/2013		✓	
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			✓	
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			✓	
East Point Eldercare Services	3/26/2013			✓	

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Eaton Electrical, Inc	9/2/1999			✓	
Ed Hodsdon Masonry	4/29/2008			✓	
Education Management, LLC	8/13/2013			✓	
Edward D Jones & Co.	3/23/2012			✓	
Electronic Mobility Controls	3/31/2010			✓	
Eliason Dental Lab	3/26/2013	3/26/2013		✓	
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			✓	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
Garelick 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			✓	
Green Valley Association	10/24/2013			✓	
Griffin Greenhouse and Nursery		6/13/2012		✓	
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 Piping			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			✓	
Home Instead Senior Care dba Lighthouse Elder	2/26/2013			✓	
Horizon Solutions, LLC	12/15/2010			✓	
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			✓	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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				
Indotronix International Corporation	9/8/2013			✓	
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			✓	
Irwin Tools	11/13/2013			✓	
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		✓	
Katahdin Valley Health Center	2/1/2013			✓	
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			✓	
Labor Ready Northeast	3/26/2013			✓	
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			✓	
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			✓	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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			✓	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
Nadeau's Refrigeration	7/23/2009			✓	
Nappi Distributors	3/29/2010			✓	✓
National Filter Media	6/7/2013			✓	
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 Castings LLC	11/29/2013			✓	
New England Insulation	4/29/1999				
New England Rehab Hospital of Portland	10/20/1997			✓	
New England Truck Tire Centers, Inc	4/8/2004			✓	✓
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			✓	✓
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			✓	
Ohio Mutual Insurance Group	7/24/2013	8/2/2013		✓	
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			✓	
PIL	12/12/2013			✓	
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	✓	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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			✓	
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			✓	

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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				
Salmon Falls Nursery and Landscaping	2/26/2013	3/26/2013		✓	
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	✓	
Scientific Games International, Inc	11/15/2013			✓	
Scooter Store, The	10/26/2005				
ScribeAmerica, LLC	4/25/2013			✓	
Seaboard Security	9/15/2004	2/19/2008	2/19/2008	✓	
Seacoast Angels		8/1/2013		✓	
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			✓	

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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			✓	
Susan Szwed, P.A.	8/8/2013			✓	
Sustainable Forest Technologies, Inc	7/2/2008				
System Logistics Corporation		1/7/2013	1/27/2013	✓	
T D Bank NA	6/5/2009				
Ted Berry Company, Inc.	4/17/2013			✓	
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					
Tilson Technological Management	11/4/2013	11/19/2013		✓	
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 (Matheson)	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	✓	
Ver Tran Incorporated			2/27/2013	✓	
Vescom Corporation	5/18/1993			✓	
Vic Firth Company	8/12/2013			✓	

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2013 Survey Response	Invoked Exemption per 26MRSA §681.8.C
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	✓	



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