

MAINE STATE LEGISLATURE

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2014 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 2014

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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. 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 presented 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 provides the results of employer drug testing in 2014 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, 2014						
	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/ Arbitrary Tests	Random/ Arbitrary Percent Positive
Total Tests	19,536		363		1,317	
Total Invalid Tests*	13	0.1%	1	0.3%	0	0.0%
Total Positive Results	609	3.1%	18	5.0%	33	2.5%
Cannabinoids	536	2.7%	16	4.4%	26	2.0%
Cocaine	17	<0.1%	0	0.0%	3	0.2%
Amphetamines	24	0.1%	0	0.0%	1	0.1%
Opiates	11	<0.1%	0	2.3%	3	0.2%
Methadone	6	<0.1%	1	0.3%	0	0.0%
Phencyclidine	3	<0.1%	1	0.3%	0	0.0%
Benzodiazepines	2	<0.1%	0	0.0%	0	0.0%
Alcohol	5	<0.1%	0	0.0%	0	0.0%
Barbiturates	5	<0.1%	0	0.0%	0	0.0%
Methaqualone	0	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 2014. 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, 2014

<i>Industry</i>	<i>Policies</i>	<i>Test</i>	<i>Positives</i>	<i>Percent Positive</i>
All Industry	461	21,216	711	3.4%
Construction	44	1,198	41	3.4%
Heavy Construction	12	694	16	2.3%
Other Construction	32	504	25	5.0%
Manufacturing	81	2,664	118	4.4%
Electronic/Electrical Equipment	8	41	3	7.3%
Food Products	4	23	4	17.4%
Plastics and Rubber	4	7	1	14.3%
Paper Products	14	554	13	2.3%
Wood Products	13	254	14	5.5%
Other Manufacturing	38	1,785	83	4.6%
Other	7	294	12	4.1%
Other	7	294	12	4.1%
Services	128	10,000	324	3.2%
Health Care and Social Assistance	22	4,940	52	1.1%
Professional/Scientific/Tech Services	27	253	11	4.3%
Other Services	79	4,807	261	5.4%
Trade	61	5,618	411	7.3%
Retail	25	4,726	296	6.3%
Wholesale	36	892	115	12.9%
Transportation and Public Utilities	15	142	4	2.8%
Transportation and Public Utilities	15	142	4	2.8%

Results by Substance

Table 3 shows the results of testing in 2014 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2014 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, 2014

Substance	Employers Testing	Total	Total Positives	Percent Positive	Percent of Positives
All Substances	317	21,216	711	3.4%	
Cannabinoids	316	21,175	597	2.8%	82.3%
Cocaine	314	21,141	28	0.1%	2.9%
Amphetamines	314	21,110	33	0.2%	5.9%
Opiates	316	21,206	22	0.1%	2.9%
Phencyclidine	310	21,062	12	<0.1%	----
Barbiturates	183	10,811	5	<0.1%	----
Benzodiazepines	176	10,746	2	<0.1%	----
Methadone	170	10,595	7	<0.1%	----
Methaqualone	158	10,139	0	0.0%	----
Alcohol	73	3,734	5	<0.1%	2.9%

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. 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 w/ Policies

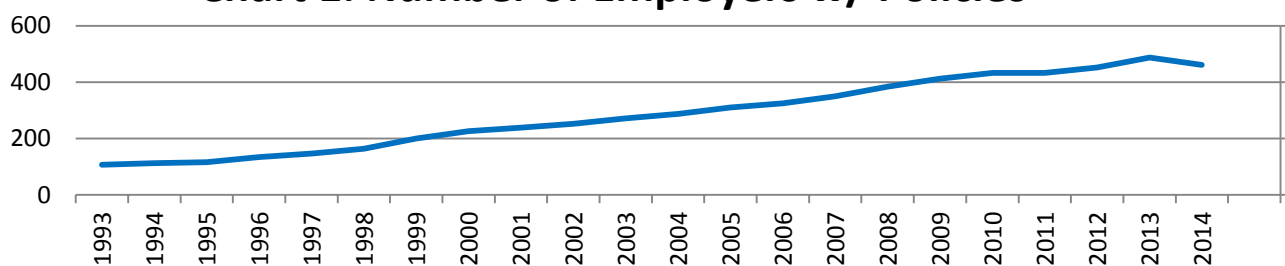


Chart 2. Total Tests

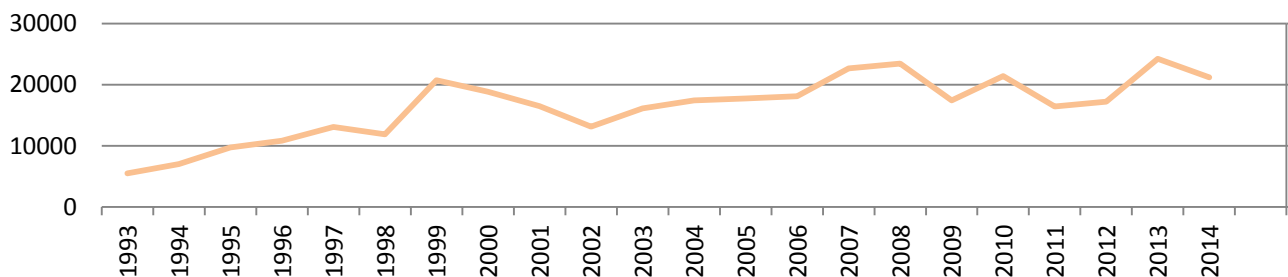
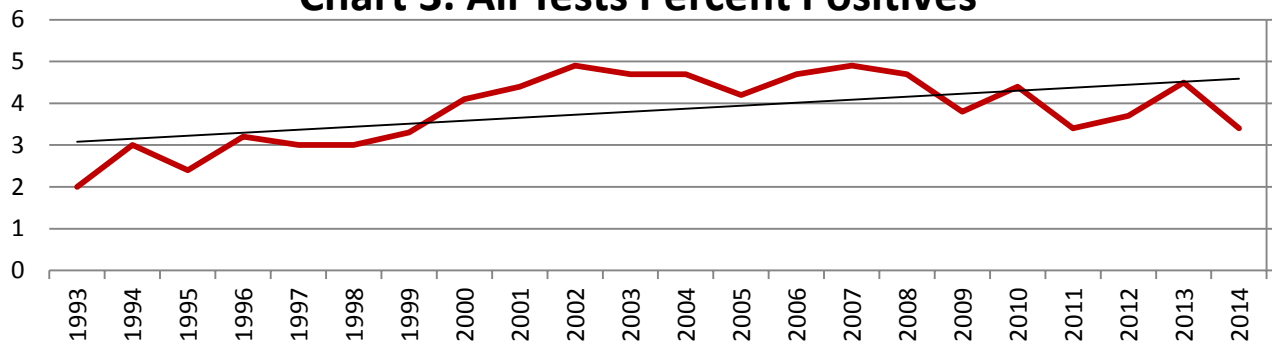


Chart 3. All Tests Percent Positives



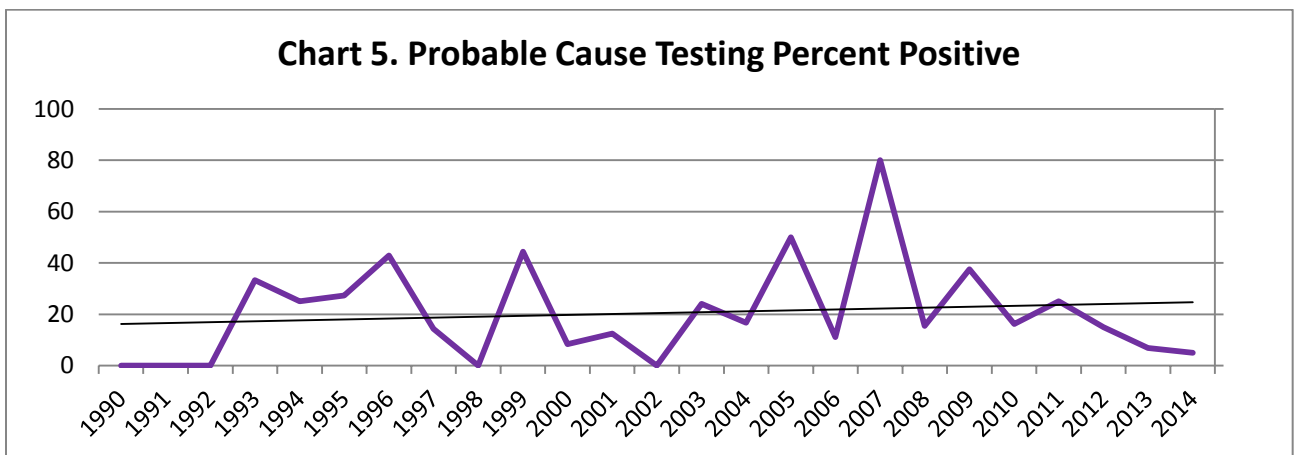
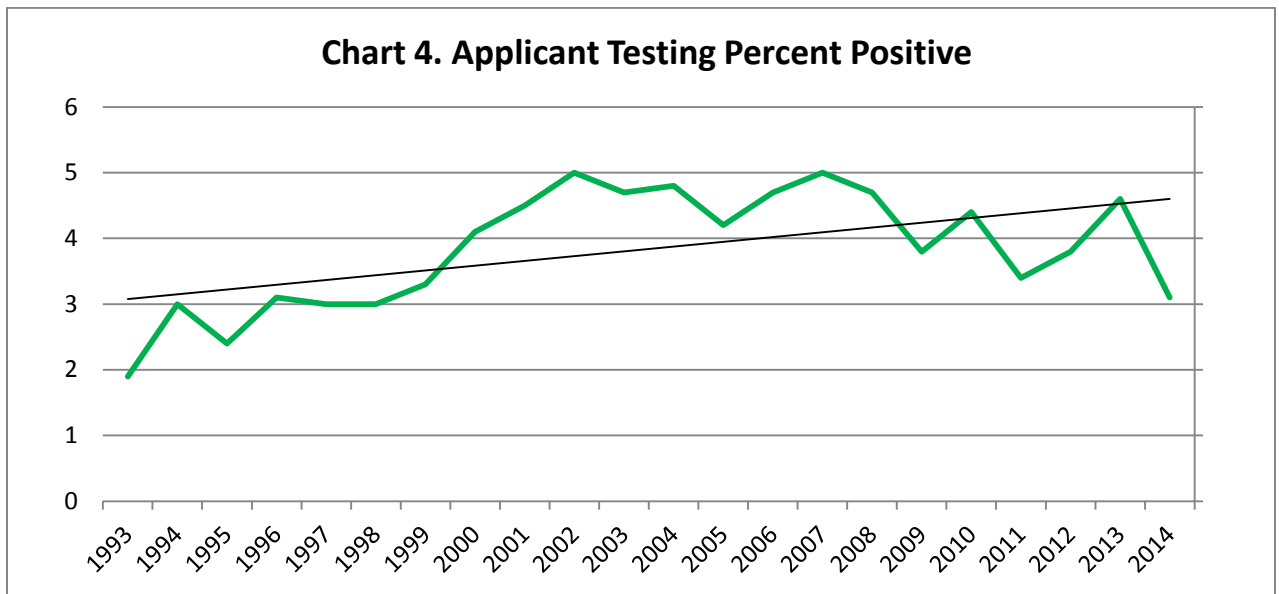


Chart 6. Random Testing Percent Positive

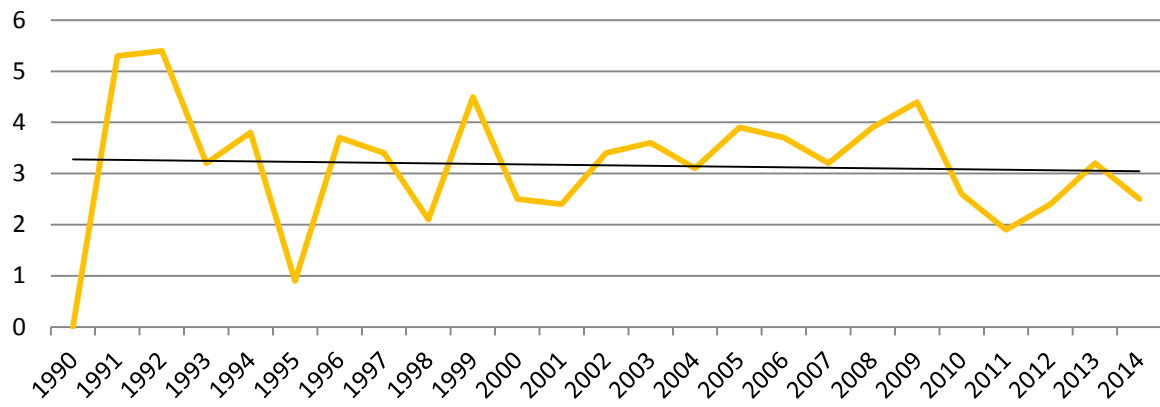


Table 4

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
2014	461	21,216	711	3.4	19,536	609	3.1	363	18	5.0	1317	33	2.5
2013	487	24,225	1,100	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	2014 Survey Response
@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	07/02/2014			✓
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		✓
All States Asphalt	5/12/2014	5/12/2014		✓
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	04/25/2014	10/07/2014		✓
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			✓
B & M Baked Beans	9/4/2002			✓
B J's Wholesale Club, Inc	6/9/1994			✓
Backyard Farms, LLC	8/15/2006			✓
BAE Systems	6/14/2014	6/14/2014		✓
Baileyville Police Dept.	2/24/1999	7/22/2002	7/22/2002	✓
Balance Staffing	5/10/2011			✓
Balfour Beatty investment, Inc.	02/01/2014	2/26/2014		
Bancroft Contracting Corp	2/1/1994			✓
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005	✓

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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			✓
Bechtel Global Service	7/25/2014			✓
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			
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 P M Constructors	5/9/2007			✓
C. N. Brown Company	6/6/2001			
CP Technologies	7/21/2014	7/21/2014	7/21/2014	✓
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			✓
Carrier Chipping	7/23/2014			✓
CAS Services, Inc. (dba Home Instead HC)	6/17/2014			✓
Cascades Auburn Fiber	8/8/2007	8/16/2006		
Casella Waste Systems, Inc	12/16/1998			
Casey Industrial, Inc	4/10/2007			
Catalyst Corporation (NewPage Corporation)	3/19/1990	10/25/1990	10/25/1990	✓
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		✓
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			

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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			
Computer Resource Solutions	4/14/2014			✓
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.	9/27/2014			
CoWorx Staffing Services, LLC	3/14/2007			✓
CPRC Group	4/3/2006			✓
Craft Beer Guild Distributing of Maine			10/15/2014	✓
CRI-SIL, LLC	10/24/2000			
Crux Subsurface, Inc.	3/27/2014			✓
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	8/7/2014		8/7/2014	✓
Dealer Tire	8/9/2014	8/9/2014		✓
Dennis Paper & Food Service	12/24/1991			✓
DEX Media (Idearc Media Corp.)	5/25/2008			✓
Dingley Press	8/5/2006			
DMM Inc. (Direct Mail of Maine)	6/25/2014	8/12/2014		✓
Diver Down Underwater Services	12/4/2001			✓
Doherty Employment Group	11/15/2007	11/15/2007		✓
Dragon Products	6/7/2007	5/19/2011		✓
Ducktrap River of Maine (Marine Harvest USA)	12/28/1998			✓
Duratherm Window Corporation	10/8/2003			✓
Dysarts Service	6/28/2010			
E. S. Boulos Company	6/2/1998			✓
East Coast Communications	12/1/2014			✓
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003			
Eastern Maine Healthcare	1/15/1991			✓
East Point Eldercare Services	3/26/2014			✓

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
Eaton Electrical, Inc	9/2/1999			✓
Ed Hodsdon Masonry	4/29/2008			✓
Education Management, LLC	8/13/2014			✓
Edward D Jones & Co.	3/23/2012			✓
Electronic Mobility Controls	3/31/2010			✓
Eliason Dental Lab	3/26/2014	3/26/2014		
Ellen M. Leach Memorial Home	6/21/2012			
Ellsworth Builders Supply, Inc	9/25/1990			✓
Elmet Technologies	10/4/1990			✓
Emera (Bangor Hydro Electric Company)	12/23/2009			✓
EMERA (Maine Public Service)	6/13/1990			
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			✓
EOD's Automotive (Down East Toyota-Scion-Buick)	2/9/2000			✓
Ernest R. Palmer Lumber Co	7/25/2014			✓
ESOCO Orrington, Inc (Penobscot Energy Recovery)	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			✓
EWIE Co., Inc.	6/19/2014			✓
Excel Homes of Maine	2/27/2014			✓
Express Personnel Services (ABF Enterprises)	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			✓
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 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	✓

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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			✓
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 (Wind Field)		3/20/2012	3/20/2012	✓
Genplex, Inc	9/15/2009			✓
Genuine Parts Company	9/27/2005	10/14/2005		✓
Get Air Portland	9/25/2014			✓
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	10/24/2014			✓
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 R Beals & Son	3/14/2014			✓
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			
Hibernia Media	8/4/2014			✓
Hinckley Co., LLC, The	9/4/2002			
Hollywood Casino	6/29/2005	4/27/2007		✓
Home Depot	11/1/1996			✓
Home Instead Senior Care dba Lighthouse Elder	2/26/2014			✓

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
Horizon Solutions, LLC	12/15/2010			✓
Hospice of Southern Maine	7/29/2014			✓
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			
Imerys/Americarb, Inc	7/14/2000			✓
Indotronix International Corporation	9/8/2014			✓
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	11/13/2014			✓
IVC Technologies (Industrial Vibration Tech)	2/18/2012			✓
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	2/1/2014			✓
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	3/26/2014			
L & B Electrical Contractors, Inc	2/25/2003			✓
LDT Enterprises (Springborn Staffing)	11/15/2005			✓
L M S Intellibound, Inc	2/8/2004			
Lane Construction Corp., The	12/16/1992	4/11/2012	4/11/2012	✓
Lasting Impressions Family Dentistry	10/28/2014			✓
Layne Christensen Company	5/30/2012			✓
Lewiston, City of	4/8/2008			✓

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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 Health (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 Pest Solutions	4/7/2014			✓
Maine Plastics	7/21/2000			
Maine Staffing Group (Project Staffing, Inc)	12/23/2005			✓
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 (Residence Inn)(True North)	10/17/1995			✓
Matthews 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			✓
Mega Industries	10/15/2014			✓
Mercy Hospital	11/20/2008			✓
Messer Truck Equipment	4/23/2012			✓
Met Life	6/3/2009			
Metz Culinary Management	1/22/2014			
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			✓

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
Modern Pest Services	11/17/2006			✓
Montreal, Maine & Atlantic Railway	6/19/1998			
Morin Brick Company (RJF Morin)	6/15/2010			✓
Mount Hope Cemetery Corporation	4/15/1995			✓
Mountain Ltd	9/12/2012	9/12/2012		✓
Mr. Boston Brands	7/23/2014			✓
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			
National Filter Media	6/7/2014			✓
Naturally Potatoes	11/18/2005	8/7/2007		
NDC Communications	12/5/2012			
Nefflix, Inc	6/15/2007	6/15/2007	10/10/2007	
New England Castings LLC	11/29/2014			✓
New England Controls		9/11/2014		✓
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			
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			
Northeast Distribution Services	10/10/2014			✓
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	7/24/2014	8/2/2014		✓
Oldcastle Lawn & Garden North	2/9/2012			✓
Omnicare Pharmacy of Maine	3/29/2002	12/3/2003	12/3/2003	

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
OTT Communications	12/31/2003	12/3/2007	12/3/2007	✓
Owens Corning Composites, LLC	7/9/1999			✓
Oxford Casino (Black Bear Development)	2/28/2012	3/18/2014		✓
Oxford Networks	12/3/2003	9/27/2006	9/27/2006	✓
P F G Northcenter (Performance Foods)	9/19/1990			✓
PII	12/12/2014			n/a
Pack Edge, Inc.	12/12/2014			✓
PAGEmployment	6/4/2004			✓
Pallet Companies, Inc. (IFCO Systems N. America)	2/3/2012			✓
Panolam Industries International	9/19/1990			
Paradigm Window Solutions	4/16/2009			✓
Parker Hannifin (Watts FluidAir)	6/24/1997			✓
Parkview Adventist Medical Center		11/17/2006		
Pathways, Inc	1/7/2011		4/20/2011	✓
Patriot Insurance (William Goddard Ins. Company)	2/1/2008			✓
Paul G. White Tile Company	7/21/1993			✓
Paychex	6/15/2007	7/23/2008		✓
PC Construction Co. (Pizzagalli)	5/26/1998			✓
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			✓
Pharmalogic Maine	3/29/2002	12/3/2003		✓
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			✓
Pioneer Wireless (F.A. Peabody Company)			6/21/2012	
Piscataqua Landscaping and Tree Service	12/5/2013	2/20/2014	2/20/2014	✓
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			✓
Power Generation Consultants	11/13/2014		11/13/2014	✓
Pratt & Whitney Aircraft Group	6/22/1990	6/22/1990		✓
Pro Search, Inc	10/24/2007			✓

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	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
Procter and Gamble Tambrands, Inc	1/13/1999			
Progressive Distributors, Inc	5/18/1993			✓
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 (RockTenn)	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			
Ricoh, USA (Ikon Office Solutions, Inc)	2/24/1999			✓
RN Network	11/30/2012			
Robbins Lumber, Inc	9/29/2006			✓
Rock Coast Personnel	9/18/2014			✓
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	2/26/2014	3/26/2014		✓
Sage Dining Services	9/11/2011			✓
Salt Associates	5/19/2014			✓
Sanborn Head & Associates, Inc		6/6/2011	6/6/2011	✓
Sanel Auto Parts (Automotive Supply Associates)	12/6/2007	12/6/2007		✓
Saint Mary's Health System	7/19/1995			✓
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	11/15/2014			✓
Scooter Store, The	10/26/2005			
ScribeAmerica, LLC	4/25/2014			✓
Seaboard Security	9/15/2004	2/19/2008	2/19/2008	✓
Seacoast Angels		8/1/2014		✓

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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			
Spudnik Equipment Company LLC	8/16/2005			
SPX Communications Technology (Dielectric)	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			✓
Steelcase (DesignTex)	10/12/2011			
Sullivan & Merritt, Inc	5/18/1993			✓
Susan Szwed, P.A.	8/8/2014			✓
Sustainable Forest Technologies, Inc	7/2/2008			
System Logistics Corporation		1/7/2014	1/27/2014	✓
T D Bank NA	6/5/2009			✓
Ted Berry Company, Inc.	4/17/2014			✓
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	11/4/2014	11/19/2014		
Time Warner Cable	1/20/2004			
Titan Machine Products	9/9/2009			
Tiqa	6/14/2014			✓

Appendix 1 – Employers with approved substance abuse testing policies

	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary testing Approved	2014 Survey Response
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 Textiles, Inc	1/26/1999			✓
Turbine Generator Maintenance, Inc				✓
Twin River Papers (Fraser Papers Ltd.)	4/15/1994		9/23/1998	✓
U B S Financial Services, Inc	4/23/2004			
U. S. Cellular	5/5/2000			✓
Unified Parking Partners	12/12/2013			✓
Unifirst Corporation	5/20/1993			
Union Farm Equipment	4/30/2014			✓
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			✓
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			2/27/2014	✓
Vescom Corporation	5/18/1993			✓
Vic Firth Company	8/12/2014			✓
Vestas-American Wind Technology	7/9/2010			
VingTech Corporation	11/16/2007			✓
Volk Packaging Corporation	8/17/2006			✓
VOLT Workforce Solutions	2/17/2012			✓
Von Mehli Co Inc	7/15/2014	7/15/2014	7/15/2014	✓
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			
Webber Oil Company	4/17/1996			
Wellness Connection of Maine (Northeast Patients)	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		✓

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Work Opportunities Unlimited	7/14/2014			✓
Wright-Pierce	2/28/2012			✓
Wright-Ryan Construction, Inc	2/24/2005			✓
Wyman & Simpson, Inc	5/18/1993			✓
XPEDX (Veritiv Corp)	7/21/1993			✓
Xpress Natural Gas	2/12/2012	1/16/2014	1/16/2014	✓
Yancy's Restaurant	9/2/2014			✓
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*